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NAVAL POSTGRADUATE SCHOOL

MONTEREY, CALIFORNIA

THESIS

MINORITY PERCEPTIONS OF OPPORTUNITIES AND INTENTIONS TO STAY IN THE NAVY

by

Mary L. Diaz

March 2005

Thesis Advisor:	Kathryn Kocher
Co-Thesis Advisor:	Mark J. Eitelberg

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This thesis investigates how perceptions of military opportunities affect the intentions of racial/ethnic minorities to remain in the U.S. Navy. The study uses responses of Navy personnel on the 1996 Armed Forces Equal Opportunity Survey to assess minority perceptions of equal opportunity. Logistic regression models are developed for male and female enlisted personnel and officers to determine the relationship between perceptions that opportunities are better in the military and the decision to stay on active duty or leave the Navy. The results of the quantitative analysis show that the positive perceptions about training opportunities and quality of life were significant most often, across all racial/ethnic groups and models. Further, the results show that, among racial/ethnic groups, blacks were most strongly influenced by perceptions in their retention plans. It is recommended that further research examine the relationship between racial/ethnic group and job assignments, or selection, along with the corresponding impact on perceptions and the effect of visible versus non-visible minority status on views of equal opportunity in the military.

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MINORITY PERCEPTIONS OF OPPORTUNITIES AND INTENTIONS TO STAY IN THE NAVY

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Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF BUSINESS ADMINISTRATION

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ABSTRACT

This thesis investigates how perceptions of military opportunities affect the intentions of racial/ethnic minorities to remain in the U.S. Navy. The study uses responses of Navy personnel on the 1996 Armed Forces Equal Opportunity Survey to assess minority perceptions of equal opportunity. Logistic regression models are developed for male and female enlisted personnel and officers to determine the relationship between perceptions that opportunities are better in the military and the decision to stay on active duty or leave the Navy. The results of the quantitative analysis show that the positive perceptions about training opportunities and quality of life were significant most often, across all racial/ethnic groups and models. Further, the results show that, among racial/ethnic groups, blacks were most strongly influenced by perceptions in their retention plans. It is recommended that further research examine the relationship between racial/ethnic group and job assignments, or selection, along with the corresponding impact on perceptions and the effect of visible versus non-visible minority status on views of equal opportunity in the military.

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I. INTRODUCTION AND BACKGROUND

A. INTRODUCTION

Clearly, the U.S. Navy is very involved in maintaining a qualified corps of personnel. First and foremost, this means that adequate numbers of personnel are available to accommodate the Navy's mission requirements. Further, the key element in building a strong force depends on the ability to understand why personnel choose to leave or remain in the organization.

The "*Equal Opportunity Survey* is an element of the … continued commitment to equality of treatment and opportunity for all service members."[1] The military is quite aware of the expression "perception is reality" and how perceptions can influence the retention of minority personnel. What the military may not know is how particular perceptions, such as one's view of opportunities, can affect personnel retention.

Figure 1, which originally addressed union membership, was adapted for consideration of Navy personnel. Figure 1 shows two dimensions of commitment: ideology, which reflects "the individuals' acceptance and support of the ideals or principles upon which labor [intensive organizations] are based"; and instrumentality, which is "the perceived value, or usefulness, associated with membership."[2]

As Muchinsky writes: "Commitment occurs in a context of organizational rights that are provided by the [organization] as well as organizational citizenship behaviors on the part of members. The degree of commitment can be understood in terms of the psychological [and/or physical] contract between the employee and the organization, and the role the [organization] plays in maintaining this relationship."[3] Members in the high/high quadrant have a high degree of ideological and instrumental commitment and are the most active members. Instrumental members will stay and are motivated to work toward improving organizational conditions. The ideological member is low in instrumentality but high in ideological commitment; so, he or she may attend meetings

1 Scarville, Jacquelyn, Scott B. Button, Jack E. Edwards, Anita R. Lancaster, and Timothy W. Elig, Armed Forces Equal Opportunity Survey [CD-ROM], (Arlington, VA: Defense Manpower Data Center, 1999), iii.

2 Muchinsky, Paul M., *Psychology Applied to Work*, Seventh Edition, (Belmont, CA: Wadsworth/Thomson Learning, 2003), 478.

3 Muchinsky, 478.

and serve on committees out of loyalty to the organization. Lastly, members in the low/low quadrant are not committed, tend to be non-participative and may leave at the earliest opportunity. Obviously, members who are most likely to leave are in this last group. Further, how the organization addresses the concerns of these members directly affects their decision to leave or remain in the organization.

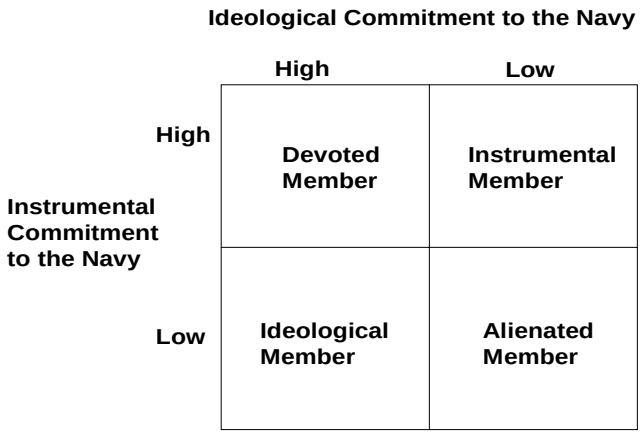


Figure 1. Typology of Commitment (After: Muchinsky, 478)

It has been said that employees join organizations but leave bosses. This suggests that managers can focus on some of the satisfaction factors (such as quality of life issues) that affect the decision to stay or go. This is where understanding human capital theory plays a valuable role. In human capital theory, an organization's "intellectual capital is the sum of [its] human capital, structural capital, and relationship capital."[4] Although structure can exist after human capital changes, it is human capital that translates into relationship capital and makes the structure work to the advantage of the organization. Consequently, it is important that an organization understand what drives its human capital. The organization will be more successful if it understands the ethos of its personnel pool. Understanding quality of life or equal opportunity, for example, and how perceptions regarding it affect personnel decisions and behavior, can aid in that endeavor.

The goal of this research is to investigate the perceptions of minority personnel in the U.S. Navy regarding military/civilian opportunities and to determine the effects of these perceptions on retention. In doing so, the study uses data gathered through the

[4] McShane-Von Glinow, *Organizational Behavior, Second Edition*, (McGraw-Hill Primus, 2003), 18.

1996 Armed Forces Equal Opportunity Survey (AFEOS) to develop a regression model that assesses the relationship between perceptions of opportunities and the decision to leave or stay in the Navy.

B. BACKGROUND

In organizational behavioral theory, decision makers are believed to have limited information-processing abilities; they are said to evaluate alternatives sequentially, evaluate alternatives against an implicit favorite alternative, process perceptually distorted information, and satisfice.[5] To some extent, the service member affected by equal opportunity (EO) perceptions goes through this same process when determining whether to leave or stay in the Navy. The member balances time served versus time to retirement, perception of military EO versus civilian EO, job security in terms of the known versus the unknown, and family needs versus their own needs. As a result of the latter, the service member may satisfice as he or she evaluates the impact of perceptions on the desire to stay. If members compromise their own needs, they will not necessarily be happy workers and their productivity could decline.

Muchinsky defines job satisfaction as "the degree of pleasure an employee derives from his or her job."[6] Many unobserved factors may affect this satisfaction. Differences in personal satisfaction with a job "lie in individual differences in expectations and, in particular, the degree to which a job meets one's expectations."[7] If, for example, employees have the expectation of EO, their satisfaction may decrease when they perceive inequity.

If it is true that "E4/E6 personnel are twice as productive as E1/E3 personnel," [8] then the Navy should obviously strive to retain its more experienced personnel. But, as suggested by Griffis et al., it might be best for this to occur naturally. In other words, an organization can look at non-monetary policies or practices that affect retention (such as

---

[5] McShane, 167.

[6] Muchinsky, 307.

[7] Muchinsky, 307.

[8] Warner, John T. and Beth J. Asch, "The Economics of Military Manpower," in *Handbook of Defense Economics*, Vol. 1, (Elsevier Science, 1995), 369.

the EO policy). Further, it is suggested that poor EO conditions can cause turbulence in the work place and adversely affect productivity and retention.

C. LITERATURE REVIEW

The focus of much study over the years, both within the military and in the civilian sector, has been on employee losses. In the civilian sector, this research is commonly referred to as turnover studies; however, the military generally refers to this line of inquiry as either attrition (leaving) or retention (staying) studies. Regardless of what it is called, the objective is the same: to discover what causes an organization to lose its people and how the organization can correct the problem.

1. Civilian Studies

Brown and Yoshioka[9] used an anonymous survey of one organization to study employee retention in a non-profit organization as related to mission attachment and satisfaction. The authors conducted both content and regression analyses, and used the following variables: mission attachment, satisfaction overall, satisfaction with pay, and intention to stay. Separate models were constructed for full-time and part-time employees. The authors found that satisfaction and mission attachment were positively correlated with the intent to stay; and, part-time employees were less likely to stay with the organization than were full-time employees. Those who intended to leave cited pay, opportunities, dissatisfaction with management, or other career plans as reasons for leaving.

Chrobot-Mason and Thomas[10] used racial identity theory as a basis for understanding the interaction of minorities in predominately white organizations. The authors discuss four different relationships and how knowledge of them will aid organizations in diversity management and minority retention.

---

[9] Brown, William A. and Carlton F. Yoshioka, "Mission Attachment and Satisfaction as Factors in Employee Retention," *Nonprofit Management & Leadership*, 14, No. 1 (2003): 5-18.

[10] Chrobot-Mason, Donna and Kecia M. Thomas, "Minority Employees in Majority Organizations: The Intersection of Individual and Organizational Racial Identity in the Workplace," *Human Resource Development Review*, 1, No. 3 (2002): 323-344.

The Cotton and Tuttle[11] study was a meta-analysis of 120 turnover studies. It examined which variables were used and how they correlated to turnover. Variables that were used by no less than fifteen of the studies included pay, overall job satisfaction, satisfaction with promotional opportunities, age, tenure, gender, education, marital status, and met expectations. These variables were determined to be "stable, reliable correlates with turnover."[12] Cotton and Tuttle also learned that many of the variables' correlations to turnover differed depending on the group being studied (such as managerial or non-managerial, blue or white collar).

Peterson[13] developed the Organizational Model of Employee Persistence to clarify the relationship between employee turnover and organizational practices. Key variables in the research included goals, commitment, satisfaction, and intention. The study is longitudinal and also takes into account pre-entry attributes, institutional experiences, and the departure decision. Emphasis is placed on the role of the organization—its reciprocal and symbiotic relationship to the individual—and how organizational practices affect employee perceptions. She did not test this model, but developed it for other researchers to use in analyzing employee turnover.

2. Military Studies

Although several previous studies use the 1996 AFEOS data, none take the approach employed in the present research.

Marsh[14], who used data from the 1985 DoD Survey of Officers and Enlisted Personnel, developed a model for predicting U. S. Navy retention. Marsh discovered that the intent to remain in service was significantly influenced by military satisfaction.

Moore[15] used data from the Military Equal Opportunity Climate Survey to evaluate the perception of Army equal opportunity climate among women and minority

[11] Cotton, John L. and Jeffrey M. Tuttle, "Employee Turnover: A Meta-Analysis and Review with Implications for Research," *Academy of Management Review*, 11, No. 1 (1986): 55-70.

[12] Cotton and Tuttle, 63.

[13] Peterson, Shari L., "Toward a Theoretical Model of Employee Turnover: A Human Resource Development Perspective," *Human Resource Development Review*, 3, No.3 (2004): 209-227.

[14] Marsh, R. M.,. "Predicting Retention in U. S. Navy: Officers and Enlisted," in the *Journal of Political and Military Sociology*, 17 (1989): 1-26.

[15] Moore, Brenda L., *How Do Active Duty Women Perceive the Army's EqualOpportunity Climate?* (RSP-97-14), (Patrick Air Force Base, FL: Defense Equal Opportunity Management Institute, 1997).

personnel in the U.S. Army. Her analyses had two dependent variables: perception of equal opportunity at the unit level and perception of equal opportunity in the service. The study examined gender, race, and race-gender interactions, focusing on their effects on the perceptions of women. Senior enlisted women and female officers were found to be less satisfied with the equal opportunity climate than were their male counterparts. Junior enlisted women were more positive than junior enlisted men. Enlisted black men and women were less positive than Hispanics, who were, in turn, less positive than whites. Moore also discovered race, rank, and gender effects on perceptions. While black and Hispanic male officers were less positive about the EO climate than white male officers, the perceptions of junior black officers were less positive than those of junior Hispanic officers, and the positions were reversed in the higher ranks. Overall, the effect of race was more powerful than the effect of gender.

Stewart[16] used data from the 1996 AFEOS in his 2000 study to examine "the extent to which perceptions of the quality of race relations, racial incidents and the handling of such incidents influence reported levels of satisfaction with military service." Stewart's major findings were that women were less satisfied than men; Hispanics and Native Americans were more satisfied than whites; Asian and blacks were less satisfied than whites; and, that those of higher rank were more satisfied than lower ranks.

Weiss et al.[17] attempted to provide a framework for retention and turnover studies. Before offering an integrated conceptual framework for future research, the authors reviewed old and new approaches in this area of research in terms of their strengths and weaknesses. Key to their framework is commitment (influenced by job satisfaction, job alternatives, job investments, and normative commitment behaviors), random environmental shocks (pregnancy, failure to promote, or unexpected transfer), and normal turnover times (end of contract or retirement). The authors conclude that intervention could be targeted at the individual level since this is where policy issues occur.

---

[16] Stewart, James B., *The Effects of Racial Incidents on Satisfaction with MilitaryLife: Evidence from Armed Forces Equal Opportunity Survey, (RSP 00-3),* Patrick Air Force Base, FL: Defense Equal Opportunity Management Institute, 2000).

[17] Weiss, Howard M., Shelley M. MacDermid, Rachelle Strauss, Katherine E. Kurek, Benjamin Le, and David Robbins, "Retention in the Armed Forces: Past Approaches and New Research Directions," (*Military Family Research Institute* at Purdue University, 2003).

In 2001, Stewart looked at "The Effects of Discrimination on Job Satisfaction in the Military: Comparing Evidence from the Armed Forces Equal Opportunity Survey and the Military Equal Opportunity Climate Survey."[18] Additionally, in 2002, McIntyre et al. examined "The Effects of Equal Opportunity Fairness Attitudes on Job Satisfaction, Organizational Commitment, and Perceived Work Group Efficacy."[19]

Stewart's research, sponsored by the Defense Equal Opportunity Management Institute (DEOMI), used the 1996 AFEOS to look at how equal opportunity affected job satisfaction in the military. He matched the AFEOS against data from the Military Equal Opportunity Climate Survey (MEOCS). Although the wording and coding were different in the two surveys, Stewart found three questions that could be compared between the surveys to evaluate job satisfaction.[20]

In his analyses, as with many retention studies, Stewart separated men from women. In typical retention studies, this is done based on a belief that men and women behave differently. In Stewart's study, however, the gender separation was due to the understanding that women are more likely to experience sexual and racial discrimination or harassment than are their male counterparts.

The MEOCS data used in Stewart were limited to the 1996-1997 timeframe so that they would align with the period (September 1996 to February 1997) during which the AFEOS was fielded.[21] The corresponding sample sizes were 100,000 for the MEOCS and 35,000 for the AFEOS. Stewart found that the disparity between responses to the MEOCS equal opportunity climate and the AFEOS race relations climate indicated that these two factors were not looking at the same phenomenon.

---

[18] Stewart, James B., *The Effects of Discrimination on Job Satisfaction in the Military: Comparing Evidence from the Armed Forces Equal Opportunity Survey and the Military Equal Opportunity Climate Survey*, (RSP-01-5), (Patrick Air Force Base, FL: Defense Equal Opportunity Management Institute, 2001).

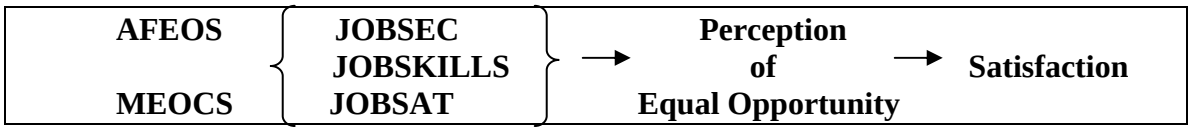
[19] McIntyre, Robert M., Simon A. Bartle, Dan Landis, and Mickey R. Dansby, "The Effects of Equal Opportunity Fairness Attitudes on Job Satisfaction, Organizational Commitment, and Perceived Work Group Efficacy," *Military Psychology*, 14 (2002): 299-319.

[20] Stewart, 2.

[21] Stewart, 4.

a. Stewart's Methodology

Figure 2, below, provides an overview of the methodology used by Stewart.



Source: Developed From Stewart's Discussion on Methodology.

Figure 2. Graphical Representation of Stewart's Study

Using the following model, Stewart employed multiple regression analysis on both AFEOS and MEOCS data to assess job satisfaction:

Satisfaction = *f* (Race Relations/EO Climate; Discrimination Experience; Race/Ethnicity; Gender; Branch of Service; Paygrade; Education)[22]

Stewart examined three measures of job satisfaction: JOBSEC, respondent's perception of the degree of job security; JOBSKILLS, opportunities to obtain skills; and, JOBSAT, overall job satisfaction. For racial/ethnic dummy variables, Stewart used ASIAN, BLACK, HISP, and NATAM as compared to WHITES. The base case for both analyses was "White Army males with a high school education or less."[23] The only difference between the two regressions, in terms of the base case, was the use of paygrades E1-E3 for MEOCS and paygrades E1-E4 for AFEOS. In terms of job satisfaction, Stewart refers to his findings in 2000 that showed women were less satisfied than men; Hispanics and Native Americans were more satisfied than Whites; Asian and Black Americans were less satisfied than Whites; and, that those of higher rank were more satisfied than those in lower ranks.[24]

[22] Stewart, 6.

[23] Stewart, 8.

[24] Stewart, 7. Mingled within the text of Stewart's 2001 study, he mentions findings from his 2000 DEOMI study entitled "The Effects of Racial Incidents on Satisfaction with Military Life: Evidence from the Armed Forces Equal Opportunity Survey."

b. Stewart's Results

Stewart found that EO climate added more to the explanatory power of the model in the MEOCS regression than MILDISC, discrimination by a military source. In fact, MILDISC was not even statistically significant in the analysis for women. As Stewart observes, "this could reflect that the broader construct of the EO climate is more closely linked to [the JOBSEC] measure of job satisfaction than race relations or it may reflect the diffuse content of the MILDISC variable."[25] Although most of the results were similar in the regressions for JOBSKILLS and JOBSAT, the MILDISC variable was significant, and negative, in the MEOCS female analysis.

The effect on satisfaction measures caused by DoD discrimination experiences was negative, but small, in both the male and female analyses. Although the FEMALE coefficient in the JOBSEC and JOBSKILLS regressions was positive, it took on a negative sign in the JOBSAT regression.

On the whole, Stewart found that a healthy EO climate was "associated with higher levels of satisfaction with job security, opportunity to acquire skills, and the job overall."[26]

c. McIntyre et al. Study

McIntyre et al. "examined a causal model relating military respondents' attitudes toward equal opportunity (EO)-related fairness to job satisfaction (JS), organizational commitment (OC), and perceptions of work group efficacy (WGE)."[27] Like Stewart, the researchers used information from the MEOCS data base for their study (drawing two 5,000 observation samples out of a possible 1,200,000 observations).

This research showed that job satisfaction and organizational commitment have a strong causal relationship: commitment was affected by the perception of fairness at both the work center and organizational levels. The results from this 2002 study support the hypothesis that "perceptions of and attitudes toward the larger organization on issues related to EO tend to influence perceptions of within work group equal opportunity fairness (EOF)." From this result, the authors conclude "that if military personnel

[25] Stewart, 8. See Appendix A for the Tables pertaining to Stewart's results.

[26] Stewart, 12.

[27] McIntyre et al., 299.

believe, perceive, or feel the organization's promotional policies to be biased against the demographic group from which they come, then this belief, perception, and feeling will influence their attitudes toward [work group equal opportunity fairness]"[28] as well as their stated intent to remain on active duty.

The literature reviewed above helped in formulating the theoretical model as well as the regression models utilized in this research. In particular, previous studies supported the use of separate regression models based on pay grade and gender.

[28] McIntyre et al., 311.

II. DATA, SAMPLES, AND PRELIMINARY DATA ANALYSIS

The 1996 AFEOS Public Release files were used in the present study of minority perceptions and retention behavior. The purpose of the 1996 AFEOS was to gain "a better understanding of service members' perceptions and experiences related to fair treatment and equal opportunity"[29] with the intent of providing information that the military services and the Department of Defense could use in shaping their equal opportunity efforts.

The Defense Manpower Data Center (DMDC) administered the 16-page survey over a five-month period (September 1996 through February 1997). Personnel from all of the armed services were randomly sampled. The survey was mailed to 76,754 service members in pay grades E1 through O6 and resulted in 39,855 useable responses (a response rate of 53 percent). This rather comprehensive EO survey covered areas of race relations, interpersonal relationships, perceptions of civil-military conditions and opportunities, members' personal experiences, reporting experiences (if member reported incidents of harassment, discrimination or hate), and the military personnel lifecycle (evaluations). Of note, Scarville et al. point out that, due to the small size of the Native American portion of the services' minority personnel, their survey results "[were] subject to the largest potential sampling error."[30]

For Navy personnel, the focus of this study, the numbers summed up to 16,116 observations (11,075 enlisted men, 2059 enlisted women, 2515 male officers and 467 female officers). From the AFEOS report, Navy participation was reported as 8,623 personnel (2,362 white members; 1,407 black members; 2,101 Hispanic members; 2,309 Asian/Pacific Islanders; 431 Native Americans; and 13 unknown).

Some preliminary frequencies were tabulated from the data. The descriptive statistics generated by earlier models tended to reinforce the idea that men and women have certain differences in perceptions. In fact, Figure 4 illustrates both the differences and similarities in perceptions between men and women. Table 1 defines the variables and abbreviations used in Figures 3 and 4.

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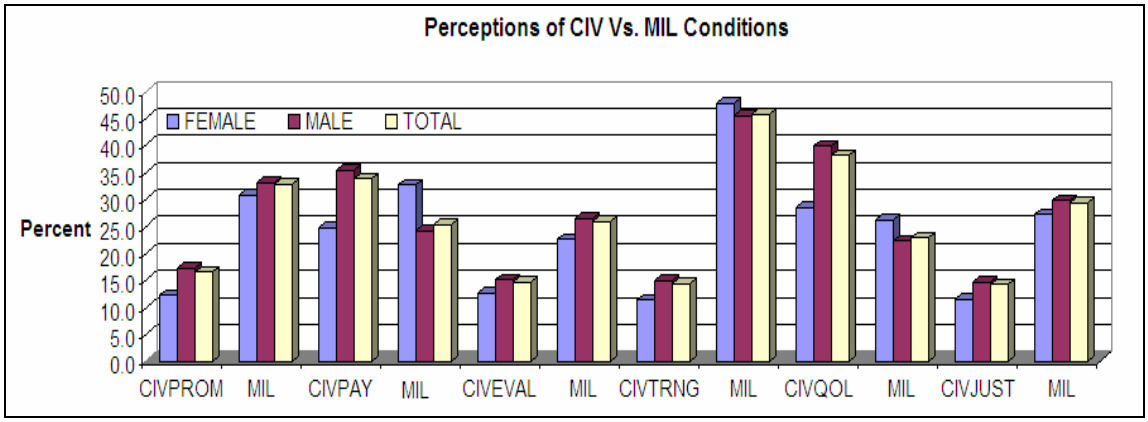
[29] Scarville et al., iii.

[30] Ibid.

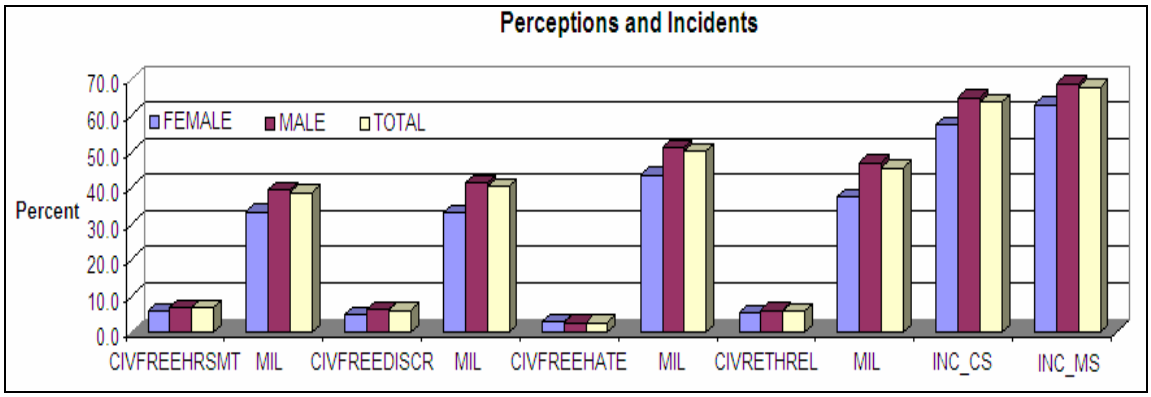
Table 1. Perception Variables (Abbreviations and Descriptions For Civilian and Military Conditions) Based on Question 73 of the 1996 Armed Forces Equal Opportunity Survey

CIVPROM	Promotion opportunities are better in civil sector
MILPROM	Promotion opportunities are better in military sector
CIVPAY	Pay and benefits are better in civil sector
MILPAY	Pay and benefits are better in military sector
CIVEVAL	Fairness of performance evaluations are better in civil sector
MILEVAL	Fairness of performance evaluations are better in military
CIVTRNG	Training and education opportunities are better in civil sector
MILTRNG	Training and education opportunities are better in
CIVQOL	Quality of life is better in civil sector
MILQOL	Quality of life is better in military
CIVJUST	Fair administration of criminal justice is better in civil sector
MILJUST	Fair administration of criminal justice is better in military
CIVFREEHRSMT	Freedom from harassment is better in civil sector
MILFREEHRSMT	Freedom from harassment is better in military
CIVFREEDISCR	Freedom from discrimination is better in civil sector
MILFREEDISCR	Freedom from discrimination is better in military
CIVFREEHATE	Freedom from hate is better in civil sector
MILFREEHATE	Freedom from hate is better in military
CIVRETHREL	Race/ethnic relations are better in civil sector
MILRETHREL	Race/ethnic relations are better in
INC_CS	Member experienced an adverse racial behavior from a civilian
INC_MS	Member experienced an adverse racial behavior from military source



Source: Based on Data From 1996 Armed Forces Equal Opportunity Survey.

Figure 3. Perceptions of Navy Personnel on Civilian and Military Conditions, by Gender, 1996



Source: Based on Data From 1996 Armed Forces Equal Opportunity Survey.

Figure 4. Perceptions of Navy Personnel, and Incidents Experienced, by Gender, 1996

As seen in Figures 3 and 4, simply looking at civilian or military being "better" for each of the perception questions, ignoring the "no difference" responses (zeroed out as the variables were recoded into binary), both men and women believed conditions were "better" in the military (the lone exceptions being Quality of Life (QOL) and Pay). The primary difference between men and women is in the magnitude of their responses, which is greatly affected by the number of participants.

Overall, conditions seem better for these personnel in the military than in the civilian sector; so, we would expect them to elect to stay when the time came to choose. Of concern, however, are the two incident variables (INC_CS and INC_MS). These variables were consolidated, by the persons conducting the Armed Forces Equal Opportunity study, to incorporate any incidents that the individual might have perceived as related to, or affected by, their racial/ethnic background.[31] The responses seem to indicate that a high percentage of incidents were caused by, or occurred around, both civilians and military personnel. Initially, this appears to be inconsistent with the responses to the other questions. In reality, however, this merely reinforces the notion that the military, as a microcosm of society, is not fully removed from conditions

[31] Reference Appendix G, Armed Forces Equal Opportunity Survey documentation, G-459 and G-460, the incident variables were constructed by consolidating six DOD indices for INC_MS and two civilian indices for INC_CS covering any of the behaviors the member may have experienced as originating from DOD or civilian sources.

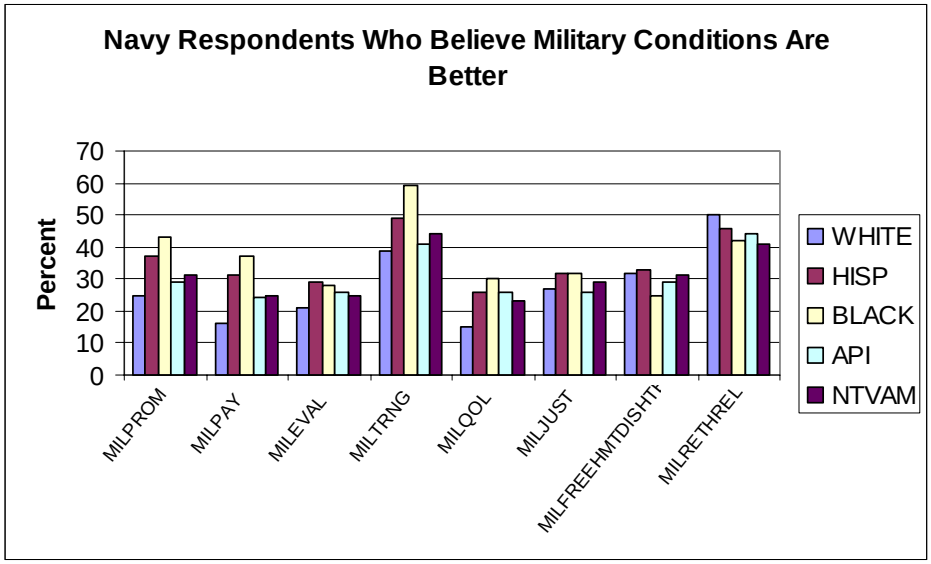
occurring in the civilian sector. Rather, in comparison, conditions within the military are seen as being "better" than those existing in society-at-large.

Table 2, below, shows the percent of Navy personnel who say that conditions in the military are better than they are in the civilian sector. As seen in Table 2, blacks are most positive regarding the military conditions (promotion; pay; evaluation; training; quality of life) in the Navy. Black Navy personnel are most closely followed by Hispanics, across the spectrum of perceptions. In the case of these evaluations, freedom from harassment, discrimination and hate, and racial/ethnic relations, a higher percentage of Hispanics believe these conditions are better in the Navy than is the case for other racial/ethnic minorities. With the exception of justice, racial/ethnic relations, and freedom from harassment, discrimination and hate, whites are the least positive toward differences that favor the military. Figure 5 presents a graphical depiction of the racial/ethnic data from Table 2.

Table 2. Percent of Navy Personnel Who Say Military Conditions Are Better than Civilian Conditions, by Race/Ethnicity and Selected Conditions, 1996, Based on Data From 1996 Armed Forces Equal Opportunity Survey.[32]

Condition	WHITE	HISP	BLACK	API	NTVAM
MILPROM	25	37	43	29	31
MILPAY	16	31	37	24	25
MILEVAL	21	29	28	26	25
MILTRNG	39	49	59	41	44
MILQOL	15	26	30	26	23
MILJUST	27	32	32	26	29
MILFREEHMTDISHTE	32	33	25	29	31
MILRETHREL	50	46	42	44	41

[32] Definitions of conditions appear in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.



Source: Based on Data From 1996 Armed Forces Equal Opportunity Survey, this figure corresponds with Table 2.[33]

Figure 5. Perceptions of Military Conditions by Race/Ethnicity, 1996

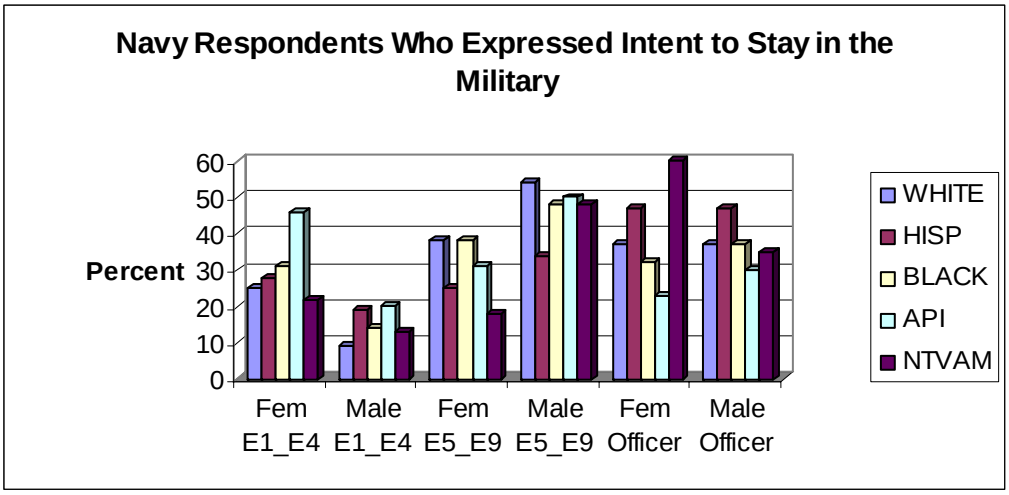
In general, as seen in Table 2 and Figure 5, with the exception of the perceptions of freedom from harassment, discrimination, hate and racial/ethnic relations, blacks (followed closely by Hispanics) tended to be more positive than other racial/ethnic groups in their perceptions of military opportunities. And, when the AFEOS asked (in question 28 of the survey) the respondents if they would stay on active duty, as Table 3 shows, the group with the highest percent expressing the intent to stay was Native-American female officers. The second highest level of intent occurred for White E5-E9 males. As expected, the lowest stated intent to remain in the Navy was found among junior enlisted personnel. Figure 6 presents the same data from Table 3 in graphical form to highlight differences between groups.

[33] As with Table 1, HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

Table 3. Percent of Navy Personnel Who Intend to Stay in the Military by Race/Ethnicity, Gender, and Enlisted Pay Grade or Officer Status, 1996

Gender & Pay Grade	WHITE	HISP	BLACK	API	NTVAM
Fem E1_E4	25	28	31	46	22
Male E1_E4	9	19	14	20	13
Fem E5_E9	38	25	38	31	18
Male E5_E9	54	34	48	50	48
Fem Officer	37	47	32	23	60
Male Officer	37	47	37	30	35

Source: Based on Data From 1996 Armed Forces Equal Opportunity Survey.[34]



Source: Based on Data From 1996 Armed Forces Equal Opportunity Survey, this figure corresponds with Table 3.[35]

Figure 6. Intent to Stay in the Military by Pay Grade, Gender, and Race/Ethnicity

As Table 3 and Figure 6 show, senior personnel tend to express the intent to stay at relatively moderate levels. In general, junior enlisted women (across all ethnic groups) have a higher intent to stay than do their male counterparts; senior enlisted men (across all ethnic groups) have a higher intent to stay than do their female counterparts; and, intent to stay among officers is about the same among men and women who are white or Hispanic. In contrast, Asian/Pacific Islander female officers and black female officers

[34] Fem is female; HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

[35] As with Table 3, Fem is female; HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American

who are less likely to stay than are their male counterparts, and Native American female officers have a significantly higher intent to stay than do their male counterparts.

How do the observations pertaining to perceptions and incidents bear up in a multivariate analysis? How do personnel perceptions affect the intent to stay when other factors influencing retention are controlled?

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III. MODELS

A. THEORETICAL MODEL

Figure 7 is a simple conceptual model that depicts the relationship between perceptions of opportunities and one's hypothesized decision to leave or remain in the organization.

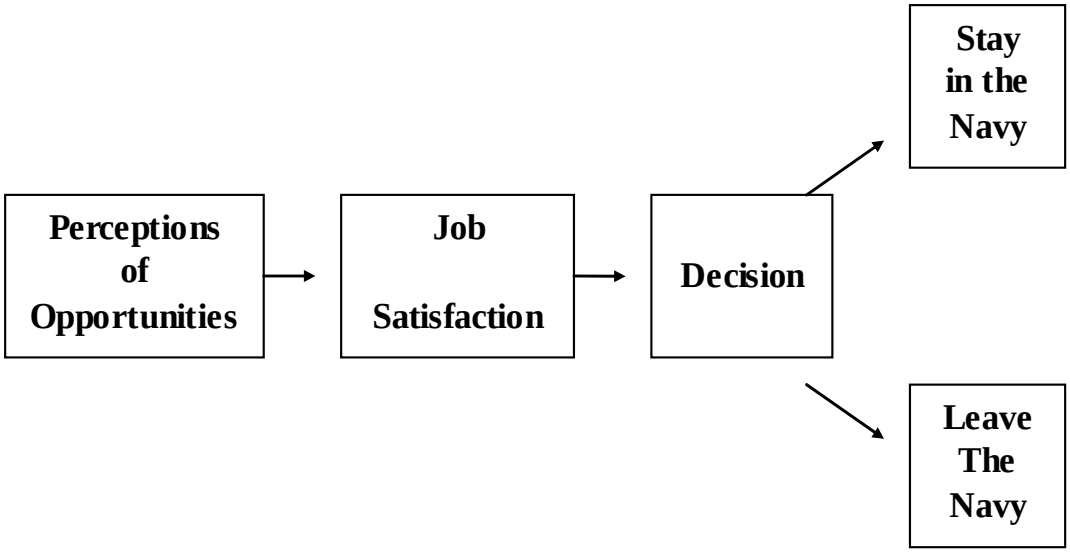


Figure 7. The Effect of Perceptions

In general, if a military member believes that opportunities are better in the civilian sector than they are in the military, then, when the time comes to decide whether to stay or go, they will go. Given the association mentioned in Stewart's overall results, it could be said that positive perceptions of EO lead to job satisfaction, which positively affect the intent to stay on active duty. This premise forms the basis for the analysis performed for this paper. The primary focus, of course, is on the perceptions of minority personnel who are the ones expected to be most affected by behaviors of harassment, discrimination, hate, race-ethnic relations, or any other incidents that may be related to racial/ethnic bias (such as poor evaluations, less training opportunities, worse quality of life, and unequal assignment and promotion opportunities). A logistic regression model was developed to test this theory.

B. MULTIVARIATE STATISTICAL MODEL

In specifying the model, logistic regression was selected for analyzing the data since it is the appropriate approach for regressions with a binary dependent variable. It is better for problems of heteroskedasticity and it eliminates the unboundedness problem found in the linear probability model.[36]

1. Logistic Regression

In this study, the value of the dependent variable is interpreted as the probability of a Sailor intending to stay in the U.S. Navy.

$$P(\text{Intent to stay}) = \frac{1}{1 + e^{-(B_0X_0 + B_1X_1 + \ldots B_kX_k)}}$$

P is the probability that a Sailor intends to stay on active duty and e is the base of the natural logarithm. The X_is are the values of the explanatory variables, the B_is are the values for the estimated parameters of the model, and K denotes the number of explanatory variables measured for each individual.

2. Specifying the Model

The dependent variable chosen for the model, "Intent," was defined as a binary variable, where intent to stay was set equal to 1 and undecided, and unlikely to reenlist, responses were set equal to 0. The independent variables in the model included demographic characteristics and perception factors.

The resulting regression model is as follows:

Intent = *f* (Race/Ethnicity (RETH); Pay grade; Gender; Marital Status; Perceptions of equal opportunities; and, Interactions between perceptions and race/ethnicity).

The branch of service selected for this study was Navy. The survey's RETH variable was broken into White (which served as the base case), Hispanic (HISP), Black, Asian/Pacific Islander (API), and Native American (NTVAM). Gender was broken into male and female. Pay grade was broken into three groups (junior enlisted (E1-E4), senior enlisted (E5-E9), and officer). Pay grade and gender were controlled for via separate

[36] This claim is in keeping with econometrics theory as taught in MN 4111 and supported by Woolridge, Jefferey M., *Introductory Econometrics: A Modern Approach,* (Mason, OH: Thomson, 2003).

models. Marital Status is represented by the term MARRIED in the model (with Single as the base case). Perceptions of opportunities are based on question 73 of the AFEOS which compared perceptions of civilian and military opportunities in the areas of promotion, pay, evaluations, training, justice, race/ethnic relations, quality of life, freedom from harassment; freedom from discrimination; and, freedom from hate. Specifically, the question asked "Would you say that opportunities/conditions for people of your race/ethnic group are better in the military, better in civilian employment or that there isn't any difference?"[37] In answering the question, respondents had the choices of (1) better as a civilian, (2) no difference or (3) better in the military which were recoded for our military focus variables as (1) yes being choice 3 and (0) no being choices 1 and 2. Given high collinearity among them, the jointly significant variables MILFREEHRSMT, MILFREEDISCR, and MILFREEHATE were combined to form the variable MILFREEHMTDISHTE. Before moving into the specification of the combined, or interaction, terms, a brief word or two about their design and intent may be helpful. In general, interaction variables are designed to show how the effect of one variable impacts the effect of another variable when the two are combined. In order to see how being a member of a race/ethnic group affects the influence of a perception on the intent to stay in the Navy, the ethnic terms were interacted with the perception terms.

Since it was determined that the incident variables (INC_CS and INC_MS) recorded actual events rather than perceptions, these variables were not included in the final models.

3. Hypothesized Relationships

In contemplating the hypothesized relationships, serious consideration was given not only to the expectations from standard retention models but also personal views of minority perceptions in today's Navy. Basically, the military is a microcosm of society; thus, any conditions that exist in American society can be expected to exist to some extent in the military. Thus, the comparative analysis in this thesis does not expect to determine levels of EO in the military or in the civilian sector; rather, it seeks to determine if personnel *perceive* the climate to be better in the military than it is in the

[37] Scarville et al., 180.

civilian sector. This perception is hypothesized as becoming the extra weight on the scale that tips the individual's decision toward staying in the military or leaving for a civilian job.

If members believe that the climate is better in the military, then they are more likely to stay. That being the case, it is expected that the coefficients for military variables (indicating that conditions are perceived to be better in the military) will be positive, since this will encourage people to stay. It is also expected that, given seniority and promotion success, senior enlisted personnel will have more positive perceptions of opportunities and are more likely to stay; and, conversely, for junior personnel, who don't have as much success or job experience, the coefficient is expected to be negative. With the belief that married personnel tend to be more stable and, therefore, less likely to leave, it is expected that the coefficient for married personnel will be positive. Given that Hispanic and Native American personnel reported higher levels of satisfaction than did whites in Stewart's DEOMI study, it is expected that they will be more likely to stay in and, therefore, have a positive coefficient. Although Stewart found that blacks and Asian Americans were less satisfied than whites, it is not expected that the signs related to their coefficients will be negative across all of the models.

Hypotheses:

$H_O : \beta_1 = \beta_2 = ... \beta_{45} = 0$ None of the coefficients are statistically different from zero such that there is no difference between perceptions of military opportunities and civilian opportunities.

H_A : At least one $\beta_i \neq 0$ At least one of the coefficients is statistically different from zero such that there is a difference in perceptions.

As previously mentioned, in the logistic regression models, separate models were specified for rank and gender due to the belief, supported by previous studies, that behaviors are different across pay grades and genders.

IV. RESULTS OF MULTIVARIATE MODELS

Although numerous logistic regression analyses were performed on the data, only the nine best models were chosen for evaluation.

A. GOODNESS OF FIT

Table 4 shows information for both model fit and parameter estimates for the models estimated for all pay grade groups except senior enlisted women. An alternate model specification used for this group and for a second female officer model is discussed later in this chapter. Of the seven models depicted in these tables, those for enlisted men had the lowest R^2 values (.0988 for the E1-E4 model and .0472 for the E5-E9 model); whereas, the combined, or all, model for enlisted men netted the highest R^2 value (.3460). The model for female officers was the only one that proved not significant overall based on the Likelihood ratio test of the global null hypothesis (with a likelihood probability of .2958). Each of the enlisted models as well as the male officer model can be considered to have a good fit.

As another indicator of goodness of fit, classification tables were constructed for each model. The all-male enlisted and all-female enlisted models had the highest correct prediction percentages (86 percent and 85 percent, respectively). The next highest correct prediction percentage resulted in a three-way tie wherein the male E1-E4, the female E1-E4, and the male officer models all had 61 percent correctly classified. The E5-E9 male model could only correctly predict 53 percent of the time. The female officer model had the lowest proportion at 49 percent correctly classified.

Table 5 depicts the results of models for senior enlisted women and female officer models wherein the race/ethnic groups API and NTVAM were combined into one group (OTHER). This re-designation was done to correct for the senior enlisted female model's failure to converge, reflecting the small number of observations in these two racial/ethnic groups. The quasi-complete separation encountered in the estimation process was the result of too few observations for the given number of variables. Since this adaptation resulted in a valid model (with a likelihood probability of .0624) for senior enlisted females, the same design was utilized for female officers. Although the Log-likelihood

probability (.1815) improved, it was not enough to reject the global null hypothesis. The R^2 value for the senior enlisted female model (.1554) was fairly close to that attained in the model for junior enlisted women (.1655). For both E5-E9 female enlisted personnel and female officers, the model can correctly predict 50 percent of the time. While this percentage is lower than those of the other models for enlisted women, it is a slight improvement over the female officer model that has the API and NTVAM racial/ethnic groups represented separately. With more observations in the combined racial/ethnic group Other, better predictions would be expected for the interaction terms.

B. PARAMETER ESTIMATES FOR FIRST SEVEN MODELS

In evaluating the significance of the parameter estimations, one-tailed tests of directional hypotheses were considered in keeping with the directional hypothesis developed in Chapter III. Of note, the models for men tended to have more significant variables than the models for women (24 for the combined male enlisted model and 21 for the male officer model, while the combined female enlisted model had 20 and the female officer model had 13).

1. Demographic and Military Background Control Variables

The MARRIED variable took on the expected positive sign in all five of the models for which it was significant (all at the .01 level of significance). This suggests that being married serves as an inducement for staying on active duty. For some, marriage creates more stability; for others, active duty is seen as better in providing economically for the family unit.

The E1-E4 junior enlisted variable had a positive sign and was significant (at the .01 level of significance) in both the all-male enlisted and all-female enlisted models. This suggests that junior enlisted personnel in the sample are less likely to leave the service. This is contrary to the expectation that young people in society tend to change jobs frequently and/or cannot accept authority and discipline as well as older individuals, and that they consequently have a higher tendency to leave the service.

2. Racial/Ethnic Group Variables

In Table 4, it is evident that none of the racial/ethnic group variables were significant across all of the models. The Hispanic variable was not positive and significant in any model. It took on a negative sign in all but the female officer model. The black variable also was never positive and significant. It took on negative signs in two of the models. The Asian/Pacific Islander variable was never positive and significant. It also took on negative signs in the two models. The variable for Native Americans, however, was positive and significant in three of the enlisted models, and it was negative in the male officer model.

3. Perception Variables

Looking at the perception variables, it can be seen that MILPAY was positive and significant (at the .1 level of significance) in the model for junior enlisted male personnel. It took on a negative sign in the male officer model. MILEVAL was positive and significant (at a .01 level of significance) in the male officer model. It took on a negative sign in the combined female enlisted model. MILTRNG was positive and significant in three models (at the .01 level of significance in the all-male enlisted and male senior enlisted models and at the .05 level of significance in the all-female enlisted model). MILQOL was positive and significant in five of the seven models (at the .05 level of significance in the male junior enlisted model, and at the .1 level of significance in the male senior enlisted, female junior enlisted, and male officer models). It took on a negative sign in the female officer model. MILJUST was positive and significant in two models (at the .1 level of significance in the junior enlisted female model and at the .01 level of significance in the all enlisted female model). MILFREEHMTDISHTE was positive and significant in three models (all-male enlisted, male senior enlisted, and female officer models—all at the .05 level of significance). It took on a negative sign in the female junior enlisted model. Lastly, MILRETHREL was positive and significant in two models (the all-male enlisted model at the .01 level of significance and the all-female enlisted model at the .05 level of significance).

Table 4. Model Comparisons Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

	ENLISTED MALE			ENLISTED FEMALE		OFFICER	
FIT/VARIABLE	**(ALL)**	**(E1_E4)**	**(E5_E9)**	**(ALL)**	**(E1_E4)**	**MALE**	**FEMALE**
R-SQUARED	0.3460	0.0988	0.0472	0.2692	0.1655	0.1103	0.1007
Max Rescaled R-sqd	0.5238	0.1352	0.0668	0.4368	0.2226	0.1511	0.1372
-2 Log L (Intercept)	11968.485	2077.47	3471.91	1972.326	606.613	3294.213	618.787
Likelihood Ratio	4703.669	164.848	137.1066	645.7233	80.6859	293.9143	49.5748
Likelihood Pr (chi-sq)	<.0001	<.0001	<.0001	<.0001	0.0009	<.0001	0.2958
% Correct Prediction	86%	61%	53%	85%	61%	61%	49%
INTERCEPT	-2.7785	-1.294	0.2451	-2.4169	-0.6845	-0.1487	-0.0198
	0.0805***	0.1773***	0.1382**	0.1998***	0.3445**	0.1612	0.4039
MARRIED	2.5128	0.7033	0.2747	1.6666	-0.0530	0.8834	0.0179
	0.0624***	0.1160***	0.1018***	0.1640***	0.2439	0.0969***	0.2121
E1_E4	0.3934			0.7461			
	0.0765***			0.1631***			
HISP	-0.3706	-0.1718	-0.0236	-0.6031	-0.3421	-0.4993	0.4289
	0.1136***	0.2269	0.1892	0.2673***	0.4420	0.2098***	0.5460
BLACK	-0.4482	0.0386	-0.1385	-0.4412	-0.3093	-0.2274	0.6103
	0.1285***	0.3044	0.2023	0.2600**	0.5074	0.2820	0.6332
API	0.0493	0.3507	0.2184	-0.4375	-0.2577	-0.4080	0.8633
	0.1395	0.2889	0.2365	0.3132*	0.5050	0.3109*	0.8866
NTVAM	0.4487	0.3965	0.3091	-0.2701	0.1196	-0.7151	0.1056
	0.1001***	0.2232**	0.1537**	0.2912	0.4949	0.1882***	0.4487
MILPROM	0.2233	-0.0373	-0.1391	0.1878	-0.9468	0.0594	0.4876
	0.2120	0.3885	0.2313	0.6539	0.9289	0.2990	0.6990
MILPAY	0.2891	0.6840	0.0465	0.3073	0.5991	-0.8469	0.2322
	0.2564	0.4594*	0.2755	0.7226	1.2315	0.3490***	0.9100
MILEVAL	0.00872	-0.2143	0.2387	-1.1535	-0.2682	0.6829	0.00660
	0.2384	0.4655	0.2542	0.8513*	1.3572	0.3096***	0.7023
MILTRNG	0.7550	-0.3543	0.4669	0.7146	0.4794	-0.0160	-0.0859
	0.1635***	0.3292	0.1843***	0.4259**	0.7143	0.2419	0.5819
MILQOL	0.2863	0.8655	0.3733	0.2683	1.7409	0.5433	-1.5313
	0.2571	0.4397**	0.2818*	0.6804	1.2470*	0.3412*	0.9292**
MILJUST	0.1749	0.3917	-0.1890	1.3677	1.6545	-0.2368	0.2612
	0.1976	0.3413	0.2147	0.5933***	1.0636*	0.2291	0.6368
MILFREEHMTDISHTE	0.3900	-0.1433	0.3485	0.3109	-2.5565	0.2199	1.0590
	0.2012**	0.3964	0.2156**	0.6249	1.3512**	0.2471	0.6241**
MILRETHREL	0.7971	0.1155	0.00823	0.7713	0.0925	0.0663	0.3409
	0.1784***	0.3557	0.1992	0.4741**	0.7301	0.2347	0.5845
HISP_MILPROM	-0.0833	0.2775	-0.0564	-0.3681	0.8492	0.0227	-0.9657
	0.3053	0.4743	0.3674	0.8040	1.1039	0.3686	0.9563
HISP_MILPAY	-0.2424	-0.5115	-0.4312	-0.6384	-1.2703	1.0618	-0.3991
	0.3272	0.5224	0.3889	0.8425	1.3245	0.4233***	1.0892
HISP_MILEVAL	0.2784	0.1164	0.2787	1.0111	0.2622	-0.8659	-0.5448
	0.3362	0.5503	0.4009	1.0021	1.5129	0.3813***	1.0243

Table 4. Model Comparisons (Continued)

	ENLISTED					OFFICER	
	MALE			FEMALE			
FIT/VARIABLE	(ALL)	(E1_E4)	(E5_E9)	(ALL)	(E1_E4)	MALE	FEMALE
HISP_MILTRNG	0.4131	0.7874	0.0846	0.9036	0.4438	0.2069	1.2384
	0.2445**	0.4019**	0.3152	0.5487**	0.8405	0.3130	0.8296*
HISP_MILQOL	0.3288	-0.0968	0.1784	0.8303	-1.1251	0.1610	2.6590
	0.3392	0.5207	0.4080	0.8069	1.3425	0.4137	1.2310**
HISP_MILJUST	-0.1687	-0.4686	-0.0707	-1.3653	-0.8406	0.5136	-0.8239
	0.2922	0.4323	0.3466	0.7492**	1.1892	0.3069**	0.9285
HISP_MILFREEHMTDISHTE	-0.0767	0.0357	0.00395	0.1421	1.4894	0.1807	-0.3492
	0.3019	0.4942	0.3586	0.8674	1.6541	0.3334	0.9974
HISP_MILRETHREL	-0.3486	0.1408	-0.2720	-0.2501	-0.3665	-0.00493	-0.1039
	0.2772*	0.4508	0.3387	0.6842	1.0033	0.3302	0.8598
BLACK_MILPROM	0.1469	0.1336	0.3577	-0.0367	1.8471	0.0309	-1.0758
	0.3237	0.5623	0.3473	0.8439	1.1402**	0.4172	0.9845
BLACK_MILPAY	0.6337	0.00787	0.2464	0.5401	-0.2527	1.1422	-0.1764
	0.3448**	0.5929	0.3669	0.8650	1.3601	0.4605***	1.0903
BLACK_MILEVAL	0.4561	0.9311	-0.0850	2.4702	1.1535	-0.2159	1.0767
	0.3718	0.6436*	0.3890	1.1220***	1.6062	0.4415	1.0248
BLACK_MILTRNG	0.6310	0.7608	-0.3467	-0.1350	-0.3353	0.0872	-0.1849
	0.2564***	0.4783*	0.2917	0.6118	0.9064	0.3698	0.8998
BLACK_MILQOL	-0.3002	-1.2732	-0.2318	1.4043	-0.1042	0.1951	2.0371
	0.3550	0.6225**	0.3764	0.8304**	1.3913	0.4675	1.1368**
BLACK_MILJUST	0.6038	0.1433	0.7450	0.2568	-0.5575	0.4852	-0.6491
	0.3190**	0.5118	0.3487**	0.8213	1.2926	0.3645*	0.8887
BLACK_MILFREEHMTDISHTE	-0.7881	0.5494	-0.9098	-1.3507	-1.1555	-0.0437	-0.1716
	0.3577***	0.6337	0.3661***	1.0714*	2.2294	0.4188	0.9552
BLACK_MILRETHREL	-0.2618	0.2535	0.0723	0.0449	-0.5281	-0.4879	-0.9327
	0.3195	0.5558	0.3372	0.7328	1.0866	0.3911	0.8710
API_MILPROM	0.2092	-0.1814	0.8990	-0.6157	-0.0373	0.2521	-1.4536
	0.3981	0.6246	0.4674**	0.9366	1.2033	0.6175	2.1583
API_MILPAY	-0.4911	-1.429	-0.2636	-0.6579	-0.7104	0.9986	1.2794
	0.4606	0.7466**	0.5112	0.9932	1.4281	0.7179*	2.0666
API_MILEVAL	0.1283	0.9616	-0.1125	1.6956	1.5313	-1.2623	-1.1834
	0.4488	0.7429*	0.4990	1.2126*	1.6541	0.6971**	2.3643
API_MILTRNG	0.0113	0.7554	-0.6049	-0.1207	-0.3927	0.2625	0.0454
	0.3170	0.5213*	0.3739**	0.7995	1.0738	0.5309	2.009
API_MILQOL	0.4744	-0.4304	-0.0146	1.3477	-0.6601	1.0587	0.5256
	0.4179	0.6350	0.4755	0.9308*	1.4524	0.8004*	2.2269
API_MILJUST	0.1756	0.0227	-0.1054	-1.3195	-1.5938	0.5855	1.3806
	0.3908	0.6010	0.4434	1.0411*	1.4307	0.5781	1.890

Table 4. Model Comparisons (Continued)

	ENLISTED					OFFICER	
	MALE			FEMALE			
FIT/VARIABLE	(ALL)	(E1_E4)	(E5_E9)	(ALL)	(E1_E4)	MALE	FEMALE
API_MILFREEHMTDISHTE	-0.2902	-0.4598	-0.0079	0.9122	4.575	0.6080	-0.1905
	0.4085	0.6977	0.4454	1.0155	1.6849***	0.5612	2.4249
API_MILRETHREL	-0.4667	0.1215	-0.5538	-0.1876	-1.004	-0.5828	-0.1246
	0.3535*	0.5803	0.4132*	0.8411	1.2155	0.5434	1.781
NTVAM_MILPROM	0.2880	0.2002	0.2682	0.7298	2.0976	-0.1785	-0.8904
	0.2991	0.5086	0.3403	0.9629	1.2691**	0.3621	0.8171
NTVAM_MILPAY	-0.00155	-0.5177	0.00428	-1.1081	-1.7282	1.0830	-0.0563
	0.3259	0.5439	0.3742	0.9589	1.4638	0.4172***	1.0341
NTVAM_MILEVAL	-0.2685	-0.4984	0.1139	0.2852	-0.8181	-0.3929	-0.3009
	0.3268	0.5817	0.3810	1.2003	1.6273	0.3814	0.8169
NTVAM_MILTRNG	0.0829	0.6956	-0.1364	1.1589	0.4634	0.5123	0.3088
	0.2305	0.4161**	0.2747	0.6794**	0.9655	0.3062**	0.7089
NTVAM_MILQOL	0.7377	0.1878	0.3526	0.6430	-1.941	0.2168	2.063
	0.3323***	0.5527	0.3798	0.9274	1.5009*	0.4228	1.0388**
NTVAM_MILJUST	-0.4013	-0.6239	-0.0242	-1.3047	-1.0925	0.3844	-0.9163
	0.2840*	0.4549*	0.3267	0.8871*	1.3196	0.2982*	0.7537
NTVAM_MILFREEHMTDISHTE	0.1980	0.0405	0.0948	-0.8945	1.3553	0.2907	-1.8551
	0.2982	0.5231	0.3393	0.9873	1.6321	0.3257	0.8055***
NTVAM_MILRETHREL	-0.6516	0.2658	-0.2748	0.2862	2.0784	-0.1509	1.1042
	0.2725***	0.4832	0.3133	0.9002	1.2977**	0.3142	0.7699*

*** Indicates significance at the .01 level; **indicates significance at the .05 level; and, *indicates significance at the .1 level of significance.

So, what does all of this indicate about perceptions? From the all-male enlisted model, it can be seen that the intent to stay on active duty was positively influenced by the perceptions of enlisted male personnel regarding training, freedom from harassment, discrimination, and hate, and racial/ethnic relations. Junior enlisted men were positively influenced by their perceptions of pay and quality of life. Senior enlisted men were positively influenced by their perceptions of training, quality of life, and freedom from harassment, discrimination, and hate. In the all-female enlisted model, enlisted women were positively influenced by their perceptions of training, justice and racial/ethnic relations. Junior enlisted women were positively influenced by their perceptions of quality of life and justice. In the officer models, male officers were positively influenced by their perceptions of evaluations and quality of life. Female officers, on the other hand, were positively influenced by their perception of freedom from harassment, discrimination, and hate.

4. Interactions Between Racial/Ethnic Group and Perception Variables

The primary objective of the analysis was to investigate the effects of perceptions of equal opportunity on the planned retention of members of racial/ethnic minority groups. As previously observed in Chapter III, the intent of the interaction variables is to test whether being a member of a racial/ethnic group affects the influence of a perception on the intent to stay in the Navy.

Of the ethnic-perception interactions, HISP_MILPROM was not significant in any of the seven models shown in Table 4. HISP_MILPAY was positive and significant (at the .01 level of significance) in the male officer model. HISP_MILEVAL took on a negative sign in the male officer model. HISP_MILTRNG was positive and significant at the .05 level of significance in the all-male enlisted, male junior enlisted, and all-female enlisted models. It was also positive in the female officer model, but, only at the .1 level of significance. HISP_MILQOL was positive and significant (at the .05 level of significance) in the female officer model. HISP_MILJUST was positive and significant (at the .05 level of significance) in the male officer model. It took on a negative sign in the all-female enlisted model. HISP_MILFREEHMTDISHTE was not significant in any of the seven models. The last of the Hispanic interaction variables, HISP_MILRETHREL, was not positive and significant in any of the models. It took on a negative sign in the all-male enlisted model.

Thus the results indicate that Hispanic men in the all-male enlisted model were positively influenced by their perception of training. Hispanic women in the all-female enlisted model were also positively influenced by their perception of training. Hispanic Junior enlisted men were positively influenced by their perception of training. No conclusions can be drawn regarding junior enlisted women or senior enlisted Hispanic men. Hispanic male officers were positively influenced by their perception of pay and justice while Hispanic female officers were positively influenced by their perception of training and quality of life.

A review of the black interaction variables shows that BLACK_MILPROM was positive and significant (at the .05 level of significance) in the female junior enlisted model. BLACK_MILPAY was positive and significant in both the all-male enlisted and male officer models (at the .05 and .01 levels of significance, respectively).

BLACK_MILEVAL was positive and significant in two models (male junior enlisted model, at the .1 level of significance, and the all-female enlisted model, at the .05 level of significance). BLACK_MILTRNG was positive and significant in two models (at the .01 level of significance in the all-male enlisted model and at the .1 level of significance in the male junior enlisted model). BLACK_MILQOL was positive and significant in two models (the all-female enlisted and female officer models). BLACK_MILJUST was positive and significant in three models (all-male enlisted, male senior enlisted, and male officer models—at the .05 level of significance for both male enlisted models and the .1 level of significance for male officers). BLACK_MILFREEHMTDISHTE was not positive and significant in any of the models, nor was BLACK_MILRETHREL.

These results indicate that black men in the all-male enlisted model were positively influenced by their perceptions of pay, training, and justice. Black women in the all-female enlisted model were positively influenced by their perceptions of evaluations and quality of life. Black junior enlisted men were positively influenced by their perceptions of evaluations and training. Black junior enlisted women were positively influenced by their perceptions of promotion opportunities. Black senior enlisted men were positively influenced by their perceptions of justice. Black male officers were positively influenced by their perceptions of pay and justice, while black female officers were positively influenced by their perceptions of quality of life.

For the Asian/Pacific Islander interaction terms, API_MILPROM was positive and significant (at the .05 level of significance) in the male senior enlisted model. API_MILPAY was positive and significant (at the .1 level of significance) in the male officer model. API_MILEVAL was positive and significant (at the .1 level of significance) in both the male junior enlisted and all-female enlisted models. API_MILTRNG was positive and significant (at the .1 level of significance) in the male junior enlisted model. API_MILQOL was positive and significant in two models (all-female enlisted and male officer models—both at the .1 level of significance) while API_MILJUST was not positive and significant in any of the models. API_MILFREEHMTDISHTE was positive and significant (at the .01 level of significance) in the female junior enlisted model. The last of the Asian/Pacific Islander

interaction variables, API_MILRETHREL, was not significantly positive in any of the models.

These results indicate that Asian/Pacific Islander men in the all-male enlisted model were not positively influenced by any of their perceptions. API women in the all-female enlisted model were positively influenced by their perceptions of evaluations and quality of life. Junior enlisted API men were positively influenced by their perceptions of evaluations and training. Junior enlisted API women were positively influenced by their perceptions of freedom from harassment, discrimination, and hate. Senior enlisted API men were positively influenced by their perceptions of promotion opportunities. API male officers were positively influenced by their perceptions of pay and quality of life. No inferences could be drawn regarding API female officers.

The Native American interaction variable NTVAM_MILPROM was positive and significant (at a .05 level of significance) in the female junior enlisted model. NTVAM_MILPAY was positive and significant (at the .01 level of significance) in the male officer model. NTVAM_MILEVAL was not positive and significant in any of these seven models. NTVAM_MILTRNG was positive and significant, at the .05 level of significance, in three models (male junior enlisted, all-female enlisted, and male officer models). NTVAM_MILQOL was positive and significant (at the .01 level of significance) in the all-male enlisted model and (at the .05 level of significance) in the female officer model. NTVAM_MILJUST was positive and significant, at the .1 level of significance, in the male officer model. NTVAM_MILFREEHMTDISHTE was not positive and significant in any of the seven models. The last of the Native American interaction variables, NTVAM_MILRETHREL, was positive and significant in both the female junior enlisted and female officer models (at the .05 and .1 levels of significance, respectively).

These results indicate that Native American (NTVAM) men in the all-male enlisted model were positively influenced by their perceptions of quality of life. NTVAM women in the all-female enlisted model were positively influenced by their perceptions of training. Junior enlisted NTVAM men were also positively influenced by their perceptions of training. Junior enlisted NTVAM women were positively influenced

by their perceptions of promotion opportunities and racial/ethnic relations. No inferences could be drawn regarding the perceptions of senior enlisted NTVAM men. NTVAM male officers were positively influenced by their perceptions of pay, training and justice; in contrast, NTVAM female officers were positively influenced by their perceptions of quality of life and racial/ethnic relations.

C. PARAMETER ESTIMATES FOR ALTERNATE MODELS

As stated previously, Table 5 depicts the results of models for female senior enlisted personnel and female officers where the racial/ethnic groups API and NTVAM were combined into one group (OTHER). It can be seen in Table 5 that only four variables were positive and significant in the female senior enlisted model and five variables were positive and significant for female officers in this model specification.

1. Demographic Control Variable

The MARRIED variable was not significant in either of the two senior female models. Therefore, no inferences can be drawn regarding the effect of this variable on senior women.

2. Racial/ethnic Group Variable

None of the racial/ethnic dummy variables were positive and significant. The OTHER variable took on a negative sign in the female senior enlisted model.

3. Perception Variables

Of the perception variables that were significant, MILQOL was positive (at a .1 level of significance) in the female senior enlisted model. The only other perception variable to be significant in these last two models is MILFREEHMTDISHTE, which was positive (at a .05 level of significance) in both of these senior female models. These results indicate that female senior enlisted personnel were positively influenced by their perceptions of quality of life, and that both senior enlisted women and female officers were positively influenced by their perceptions of freedom from harassment, discrimination, and hate.

4. Interactions Between Racial/Ethnic Group and Perception Variables

Of the Hispanic interaction terms, HISP_MILTRNG was positive and significant (at the .1 level of significance) in the female officer model. HISP_MILQOL was positive and significant (at the .05 level of significance) in the female officer model. None of the remaining Hispanic interaction terms (HISP_MILFREEHMTDISHTE, HISP_MILRETHREL, and HISP_MILJUST) were positive and significant in either of the senior female models. The results indicate that senior enlisted Hispanic women were not positively influenced by any of their perceptions. Hispanic female officers were positively influenced by their perceptions of training and quality of life.

Looking at the black interaction variables, it can be seen that BLACK_MILEVAL was positive and significant in the female senior enlisted model (at the .05 level of significance). BLACK_MILQOL was positive and significant (at the .05 level of significance) in the female officer model. These findings indicate that senior enlisted black women were positively influenced by their perceptions of evaluations; in contrast, black female officers were positively influenced by their perceptions of quality of life.

Among the Other interaction terms that were significant, OTHER_MILTRNG was positive and significant (at the .01 level of significance) in the female senior enlisted model. OTHER_MILQOL was positive and significant (at the .05 level of significance) in the female officer model. The results indicate that Other senior enlisted women (Native American and Asian/Pacific Islanders) were positively influenced by their perceptions of training. Other female officers were positively influenced by their perceptions of quality of life.

Table 5. Senior Female Model Comparisons with Other as the Combined API and NTVAM Group, Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

SENIOR FEMALE MODELS FIT/VARIABLE	ENLISTED E5_E9	OFFICER
R-SQUARED	0.1554	0.0890
Max Rescaled R-sqd	0.2149	0.1212
-2 Log L (Intercept)	379.132	618.787
Likelihood Ratio	49.8322	43.5310
Likelihood Pr (chi-sq)	0.0624	0.1815
% Correct Prediction	50%	50%
INTERCEPT	0.5531	-0.0422
	0.4506	0.4052
HISP	-0.5171	0.4317
	0.618	0.5475
BLACK	-0.1881	0.6148
	0.5388	0.6344
OTHER	-0.7978	0.1624
	0.5135*	0.4433
MARRIED	0.2287	0.0492
	0.2902	0.2087
MILPROM	0.0959	0.4900
	1.4217	0.6988
MILPAY	-0.2206	0.2382
	1.1326	0.9139
MILEVAL	-2.0961	0.000784
	1.8241	0.7036
MILTRNG	-0.5777	-0.0952
	0.6783	0.6107
MILQOL	2.4476	-1.5369
	1.5694*	0.9295**
MILJUST	-0.0703	0.2683
	1.0375	0.6380
MILFREEHMTDISHTE	2.7536	1.0630
	1.4948**	0.6260**
MILRETHREL	0.3969	0.3488
	0.8134	0.5887
HISP_MILPROM	-1.2136	-0.9704
	1.7072	0.9562
HISP_MILPAY	1.0537	-0.4012
	1.4968	1.0925
HISP_MILEVAL	1.6308	-0.5474
	2.0549	1.0251
HISP_MILTRNG	0.3526	1.2462
	0.9527	0.8500*
HISP_MILQOL	-0.9813	2.6697
	1.7974	1.2315**

Table 5. Senior Female Model Comparisons (Continued)

SENIOR FEMALE MODELS FIT/VARIABLE	ENLISTED E5_E9	OFFICER
HISP_MILJUST	-1.8555	-0.8342
	1.4665*	0.9294
HISP_MILFREEHMTDISHTE	-2.147	-0.3418
	1.7566	0.9988
HISP_MILRETHREL	1.4937	-0.1140
	1.3027	0.8630
BLACK_MILPROM	-0.2998	-1.0817
	1.6239	0.9844
BLACK_MILPAY	0.2346	-0.1738
	1.3172	1.0936
BLACK_MILEVAL	4.2999	1.0862
	2.2342**	1.0254
BLACK_MILTRNG	0.1983	-0.1759
	0.9635	0.9184
BLACK_MILQOL	-1.8069	2.0497
	1.7412	1.1371**
BLACK_MILJUST	0.6929	-0.6621
	1.3329	0.8895
BLACK_MILFREEHMTDISHTE	-3.3919	-0.1750
	1.8320**	0.9563
BLACK_MILRETHREL	-0.2214	-0.9416
	1.1175	0.8738
OTHER_MILPROM	0.9928	-0.9035
	1.710	0.8021
OTHER_MILPAY	-0.9744	0.1116
	1.4095	1.0215
OTHER_MILEVAL	1.5327	-0.2231
	2.1523	0.8038
OTHER_MILTRNG	2.2581	0.2473
	1.0156***	0.7187
OTHER_MILQOL	-1.3784	1.9801
	1.7266	1.0206**
OTHER_MILJUST	0.0810	-0.7334
	1.2968	0.7420
OTHER_MILFREEHMTDISHTE	-2.6620	-1.8129
	1.7739*	0.7913***
OTHER_MILRETHREL	-0.6804	0.9081
	1.0732	0.7486

***Indicates significance at the .01 level; **indicates significance at the .05 level; and, *indicates significance at the .1 level

D. TEST FOR MULTICOLLINEARITY

Due to the large number of insignificant coefficients, a test was conducted to investigate the possibility that something in the models' design could be inducing this effect. Particularly, is multicollinearity a problem? To check for this, a Variance Inflation Factor (VIF) test was performed for each of the models. Variables associated with VIF values that are higher than the model's VIF would be considered to be more closely aligned with other independent variables than with the dependent variable (meaning that the reliability of the coefficient estimates may have been decreased due to multicollinearity).[38] SAS programs generated VIFs for each of the independent variables in the model. To calculate the overall VIF for each of the models, the following formula was used:

$$\mathrm{VIF}_{\mathrm{model}} = \frac{1}{(1-R^2)}$$

Results: $\mathrm{VIF}_{\mathrm{Emale}} = 1.794$ $\mathrm{VIF}_{\mathrm{E1\_E4male}} = 1.114$ $\mathrm{VIF}_{\mathrm{E5\_E9male}} = 1.048$
$\mathrm{VIF}_{\mathrm{Efemale}} = 1.573$ $\mathrm{VIF}_{\mathrm{E1\_E4fem}} = 1.198$ $\mathrm{VIF}_{\mathrm{E5\_E9fem}} = 1.167$ $\mathrm{VIF}_{\mathrm{Omale}} = 1.124$ $\mathrm{VIF}_{\mathrm{Ofemale}} = 1.107$
$\mathrm{VIF}_{\mathrm{otherOfem}} = 1.094$

In the all-male enlisted model, only three variable VIFs did not exceed the model's VIF (API, Married, and E1-E4). In the male E1-E4 model, only the Married variable's VIF did not exceed the model's VIF. The same held true for the male E5-E9 model, the female E1-E4 model, and each of the officer models. In the all-female enlisted model, two variable VIFs (Married and E1-E4) did not exceed the model VIF. In the female E5-E9 model, all of the variable VIFs exceeded the model VIF. Basically, this shows that the results of the estimates should be observed with caution.

E. PARTIAL EFFECTS

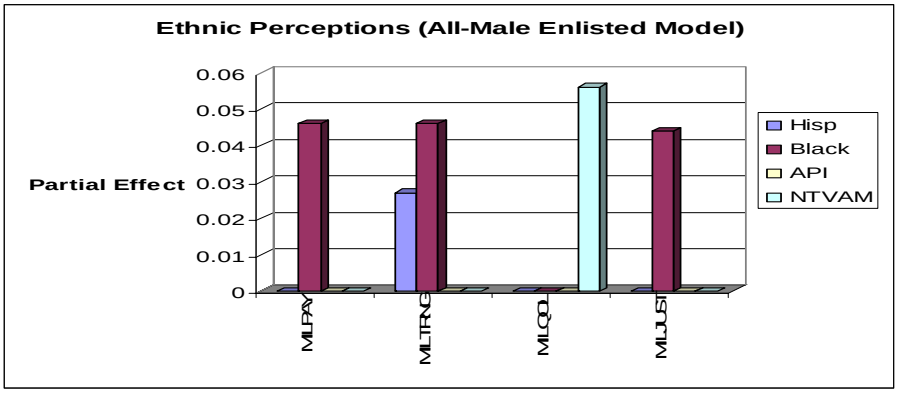
Figures 8 through 14 graphically depict the partial effects of the statistically significant variables in the first seven models (models that have all of the racial/ethnic groups represented). Figures 15 and 16 show the partial effects for the last two models (where, as previously mentioned, Asian/Pacific Islanders and Native Americans were combined into one group called Other). The basic construct of partial effects is a

[38] Freund, R. J. and R. C. Littell, *SAS System for Regression*, MN 4111 Handout, (Monterey, CA: Naval Postgraduate School, 2004), 98.

comparison between a notional individual or reference variable (the base case) and another individual who differs from the notional person on the variable being investigated. Consequently, the partial effects are ceteris paribus (other things being equal). A variable only appears in these partial effects figures if it is significant and positive in at least one of the models being compared. The discussion of the results is limited to the key variables of interest—the ethnic-perception interaction variables. A more detailed discussion for all of the variables is available in Appendix E.

1. Combined Enlisted Male Model

As seen in Figure 8, the all-male enlisted model reflected that, in terms of the ethnic-perception interaction variables, Hispanic men are more likely than their white counterparts to stay in service based on their perception that training opportunities are better in the military. Black men are more likely than their white counterparts to plan to stay on active duty based on their perception that pay, training, and justice are better in the military. NTVAM men are more likely than their white counterparts to stay on active duty based on their perception that quality of life is better in the military. The largest partial effect for these interaction terms in this model is the .056 increase in the probability of staying due to the perceptions of Native American enlisted men that military quality of life is better.



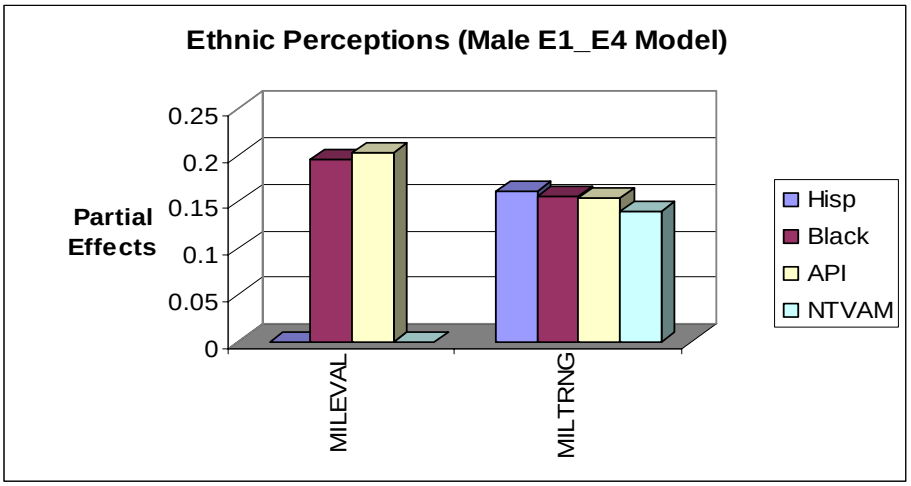
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[39]

Figure 8. Partial Effects for Significant Positive Variables (Combined Enlisted Male Model)

[39] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

2. Male Junior Enlisted Model

When separated into paygrade groups (see Figure 9), Hispanic men in the junior enlisted model are more likely than their white counterparts to stay in service based on their perception that training opportunities are better in the military. Black junior enlisted men are more likely than their white counterparts to stay on active duty based on their positive perceptions of military evaluations and training. API junior enlisted men, like black males in these pay grades, are also more likely than their white counterparts to stay on active duty based on their positive perceptions of military evaluations and training. NTVAM junior enlisted men are more likely than their white counterparts to stay on active duty based on their positive perception that military training opportunities are better. The largest partial effect for these interaction terms in this model is the .2 increase in the probability of staying due to the perception of Asian/Pacific Islander junior enlisted men that military evaluations are more fair.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[40]

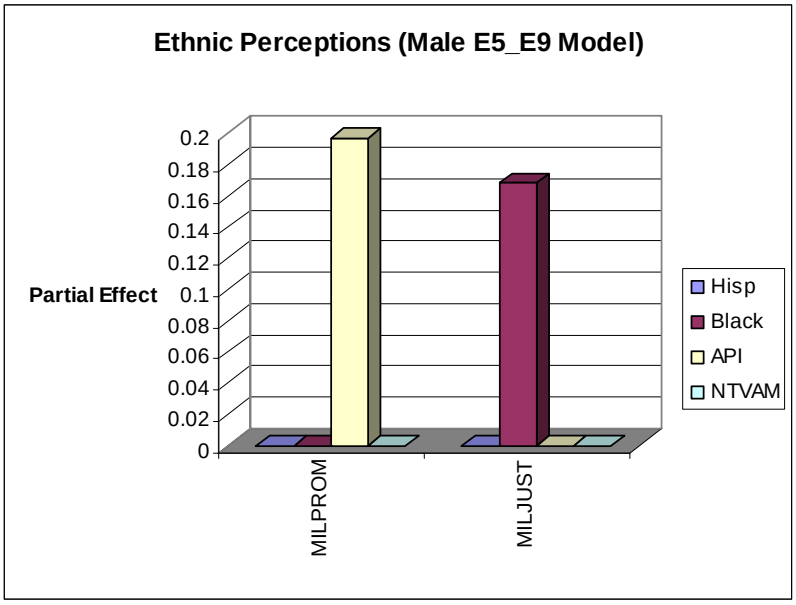
Figure 9. Partial Effects for Significant Positive Variables (E1-E4 Men)

3. Male Senior Enlisted Model

No conclusions could be drawn from the data regarding the effect of perceptions on the retention plans of senior enlisted Hispanic males. Senior enlisted black men are more likely than their white counterparts to stay on active duty based on their positive

[40] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

perceptions of military justice. Senior enlisted API males are more likely than their white counterparts to stay on active duty based on their positive perceptions of military promotion opportunities. No conclusions could be drawn from the data regarding senior enlisted Native American men. The largest partial effect for these interaction terms in this model is the .2 increase in the probability of staying due to the perception of Asian/Pacific Islander male senior enlisted personnel that military promotion opportunities are better.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[41]

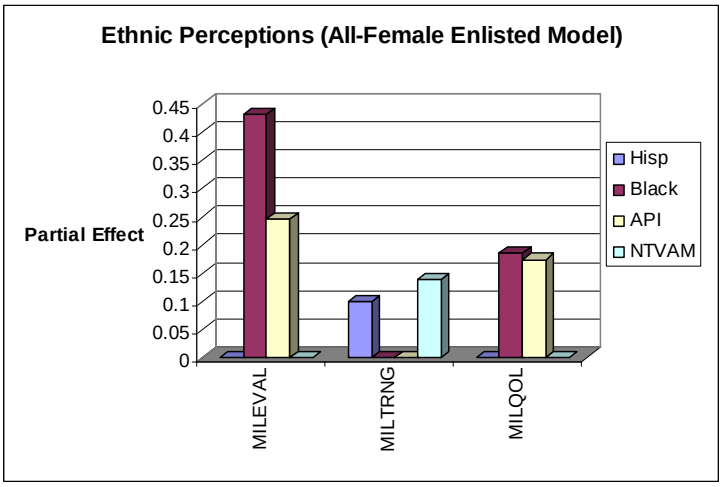
Figure 10. Partial Effects for Significant Positive Variables (E5-E9 Men)

4. Combined Female Enlisted Model

As seen in Figure 11, based on the ethnic-perception interactive variables, Hispanic women in the combined female enlisted model are more likely than their white counterparts to stay in service based on their positive perception of training. Black women are more likely than their white counterparts to stay in service based on their positive perception that evaluations and quality of life are better in the military. API women in the combined female enlisted model are more likely than their white counterparts to stay based on their positive perception of military evaluations and quality

[41] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

of life. NTVAM women in this model are more likely than their white counterparts to stay based on their positive perception that military training opportunities are better. The largest partial effect for the interaction terms in this model is the .43 increase in the probability of staying due to the perceptions of black enlisted women that military evaluations are better.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[42]

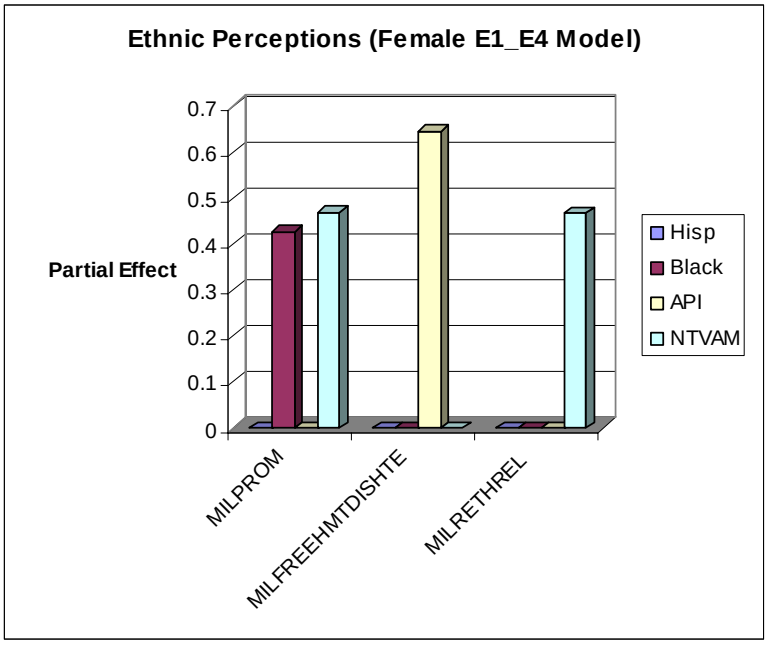
Figure 11. Partial Effects for Significant Positive Variables (Combined Enlisted Women)

5. Female Junior Enlisted Model

The results for the ethnic-perception interaction terms in the female junior enlisted model, depicted in Figure 12, show that no inferences can be drawn regarding Hispanic junior enlisted women. However, black junior enlisted women are more likely than their white counterparts to stay in service based on their positive perceptions of military promotion opportunities. API junior enlisted women are more likely than their white counterparts to stay based on their positive perception of military freedom from harassment, discrimination, and hate. NTVAM junior enlisted women are more likely than their white counterparts to stay in service based on their perception that promotion opportunities and racial/ethnic relations are better in the military. The largest partial effect for these interaction terms in the model is the .64 increase in the probability of

[42] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

staying due to the perception of Asian/Pacific Islander female junior enlisted personnel that freedom from harassment, discrimination, and hate is better in the military.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[43]

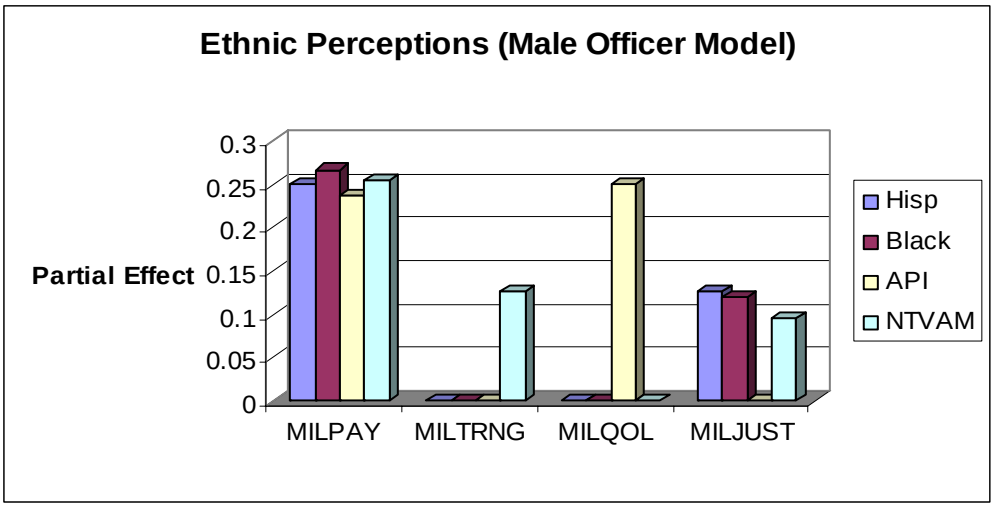
Figure 12. Partial Effects for Significant Positive Variables (E1-E4 Women)

6. Male Officer Model

As seen in Figure 13, Hispanic male officers are more likely than their white counterparts to stay in service based on their perceptions that military pay and justice are better. Black male officers are also more likely than their white counterparts to stay based on their positive perceptions of military pay and justice. API male officers are more likely than their white counterparts to stay based on their perception of military pay and quality of life and less likely than their white counterparts to stay based on their positive perception of military evaluations. NTVAM male officers are more likely than their white counterparts to stay based on their positive perception of military pay, training and justice. The largest partial effect for these interaction terms in this model is the .27

[43] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.

increase in the probability of staying due to the perception of black male officers that military pay is better.



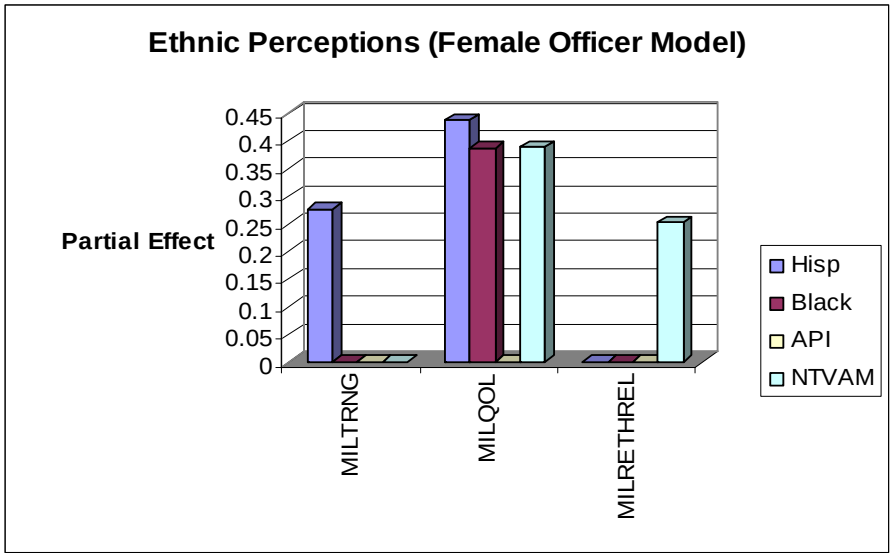
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[44]

Figure 13. Partial Effects for Significant Positive Variables (Male Officers)

7. Female Officer Model

Hispanic female officers are more likely than their white counterparts to stay in service based on their positive perception of military training and quality of life. Black female officers are more likely than their white counterparts to stay based on their perception that quality of life is better in the military. No inferences can be drawn from the data regarding APIs in the female officer model. NTVAM female officers are more likely than their white counterparts to stay based on their positive perceptions of military quality of life and racial/ethnic relations. As Figure 14 shows, the largest partial effect for these interaction terms in the model is the .44 increase in the probability of staying due to the perception of Hispanic female officers that quality of life is better in the military.

[44] The conditions are described in Table 1. HISP is Hispanic; API is Asian/Pacific Islander; and, NTVAM is Native American.



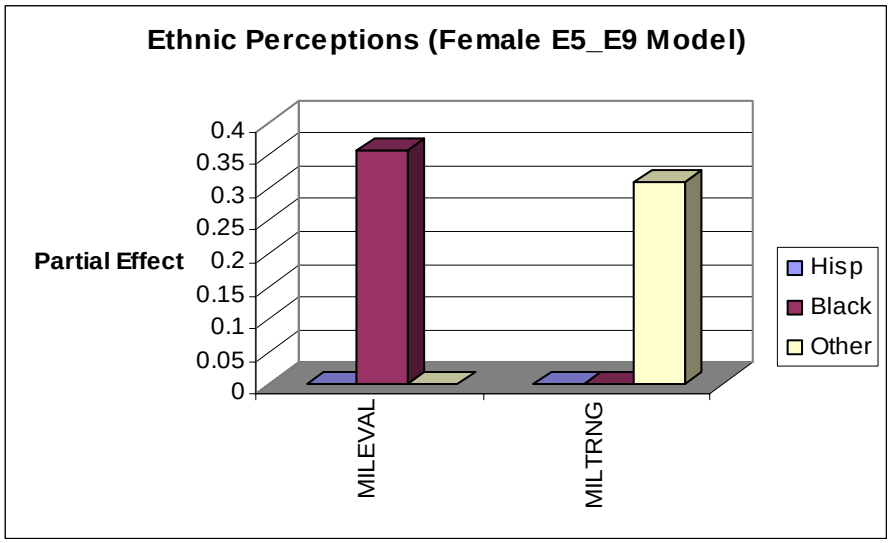
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[45]

Figure 14. Partial Effects for Significant Positive Variables (Female Officers)

8. Female Senior Enlisted Model

Figures 15 and 16 show the partial effects results for the senior female (E5-E9 enlisted and officer) models where the ethnic category of "other" represents the pooling of API and NTVAM respondents. The results in these figures, as was the case with the previous seven figures, only show the ethnic-perception interaction terms that were significant and positive. No conclusions can be drawn from the data regarding Hispanic senior enlisted women. Black senior enlisted women are more likely than their white counterparts to stay in service based on their perception that military evaluations are better. Other (API and NTVAM combined) senior enlisted women are more likely than their white counterparts to stay based on their positive perception of military training. The largest partial effect for these interaction terms in this model is the .36 increase in the probability of staying due to the perception of black senior enlisted women that military evaluations are better.

[45] The conditions are described in Table 1. HISP is Hispanic; Other represents the pooling of Asian/Pacific Islanders and Native Americans.



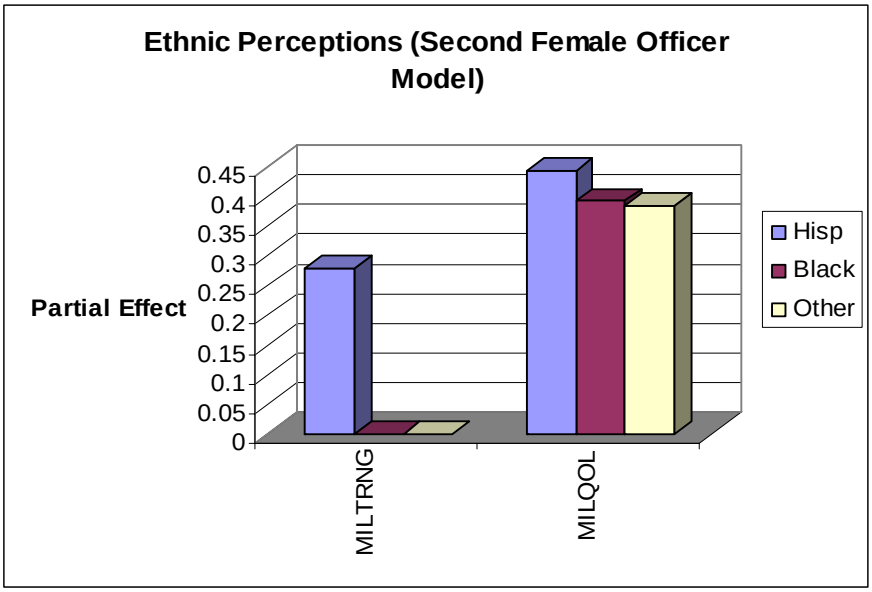
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[46]

Figure 15. Partial Effects for Significant Positive Variables (E5-E9 Women)

9. Second Female Officer Model

In the second female officer model, it can be seen that Hispanic female officers are more likely than their white counterparts to stay in service based on their positive perceptions of military training and quality of life. Black female officers and OTHER female officers are both more likely than their white counterparts to stay based on their perception that military quality of life is better. The largest partial effect for these interaction terms in this model is the .44 increase in the probability of staying due to the perception of Hispanic female officers that quality of life is better in the military.

[46] The conditions are described in Table 1. HISP is Hispanic; Other represents the pooling of Asian/Pacific Islanders and Native Americans.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[47]

Figure 16. Partial Effects for Significant Positive Variables (Female Officers in Senior Female Models)

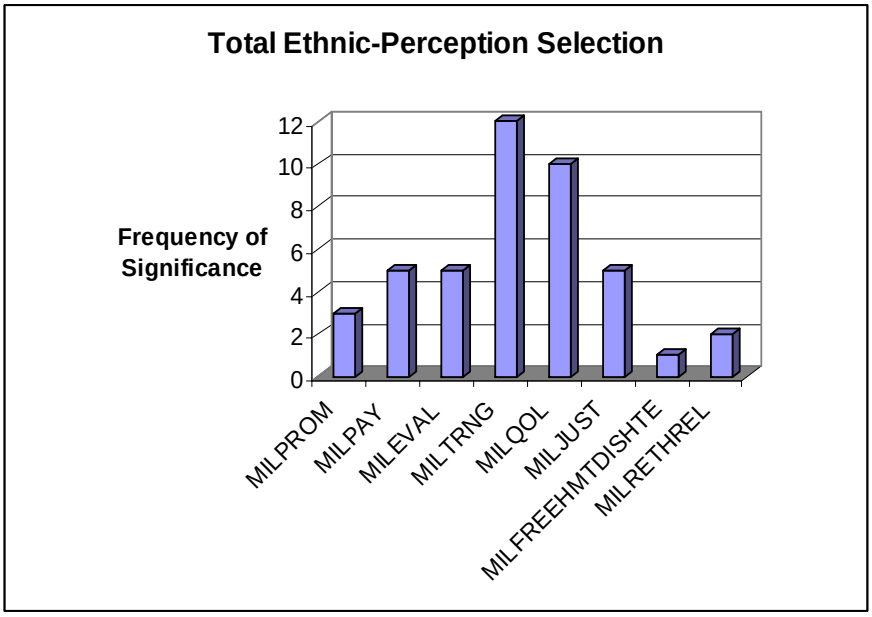
F. SUMMARY AND COMPARISON OF MODEL RESULTS

Figures 17 through 22 summarize and compare the model results.

1. Frequency of Perception Selection

As Figure 17 illlustrates, positive perceptions of training opportunities were significant most often, across all of the racial/ethnic interactions and models. Second to training opportunities was the positive perception of military quality of life.

[47] Table 1 describe the conditions; HISP is Hispanic; and, Other represents the pooling of Asian/Pacific Islanders and Native Americans



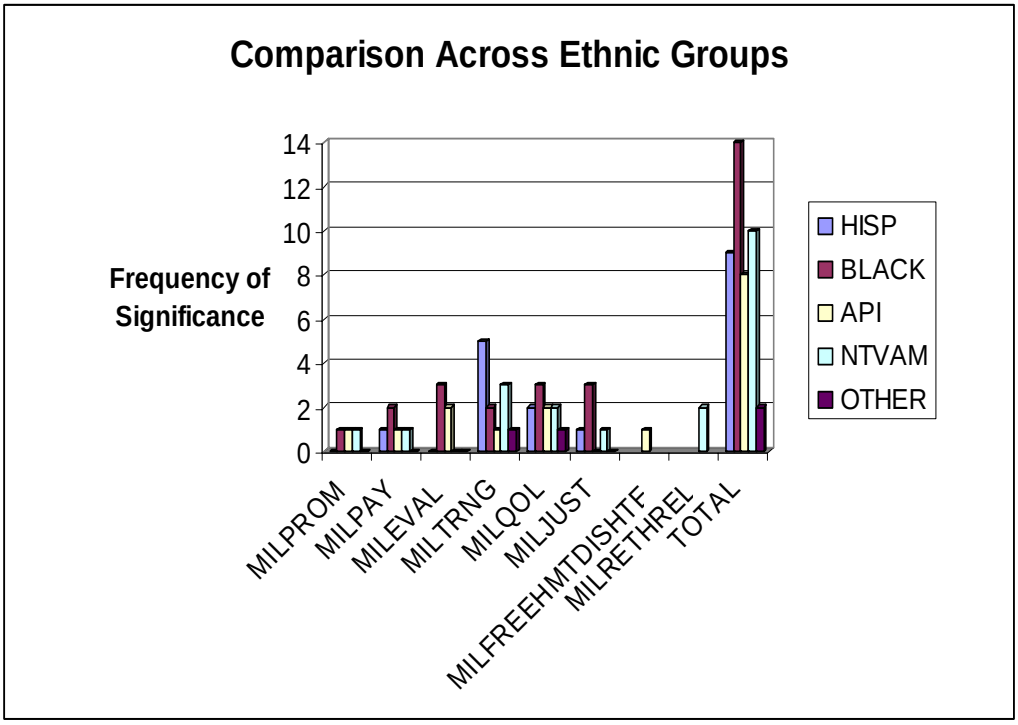
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[48]

Figure 17. Frequency of Significance Across All Models

2. Racial/Ethnic Groups Most Strongly Influenced by Perceptions

Of the four minority groups in this study, blacks were most strongly influenced by perceptions in their retention plans. This finding is shown in Figure 18. While the frequency of significance peaked in three areas for blacks (evaluations, quality of life, and justice), Asian/Pacific Islanders peaked in two of these areas (evaluations and quality of life). As the frequencies seem to indicate, Hispanics and Native Americans were most influenced by military training opportunities.

[48] The conditions are described in Table 1.



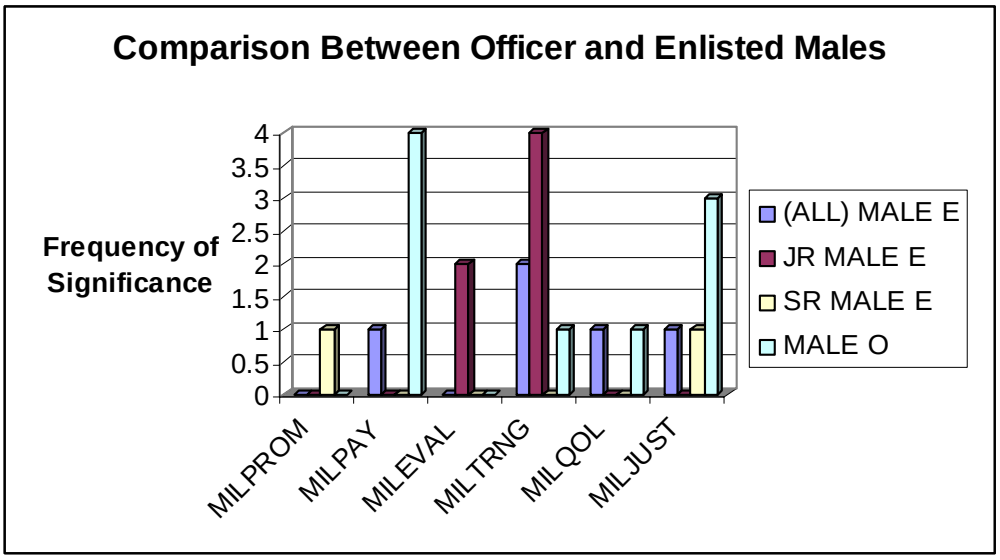
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[49]

Figure 18. Frequency of Perceptions Across Ethnic Groups

3. Comparison Between Officers and Enlisteds

Comparing the results of officers and enlisted personnel, it can be seen that enlisted men were most influenced by their perception of training opportunities whereas male officers were most influenced by their perception of pay.

[49] Table 1 describes the conditions. HISP is Hispanic; API is Asian/Pacific Islander; NTVAM is Native American; and, Other represents the pooling of and API and NTVAM.

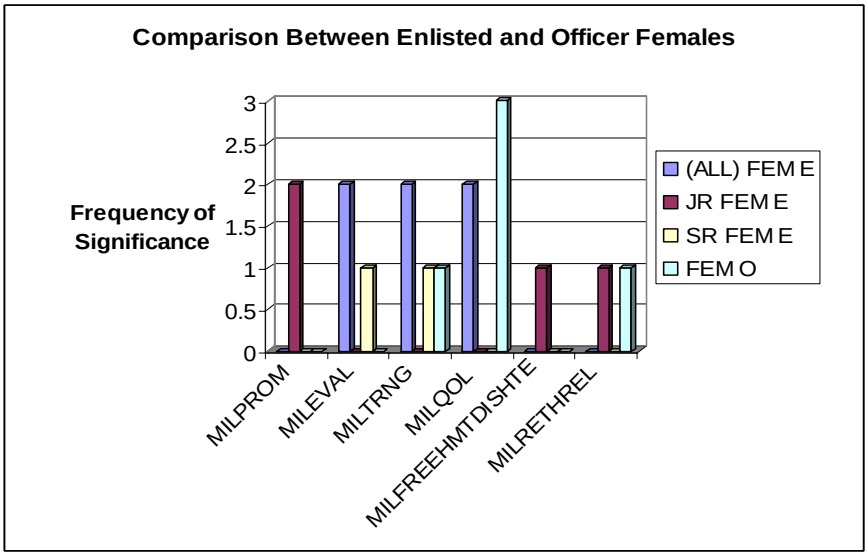


Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[50]

Figure 19. Comparison of Perceptions Between Officer and Enlisted Males

Among female personnel, as seen in Figure 20, enlisted women were the most strongly motivated by their perceptions of evaluations and promotion opportunities; whereas, female officers were most strongly influenced by their perception of quality of life. Combined enlisted women's perceptions peaked in two other areas, training opportunities and quality of life.

[50] JR is E1-E4; SR is E5-E9; E is enlisted; and O is officer.



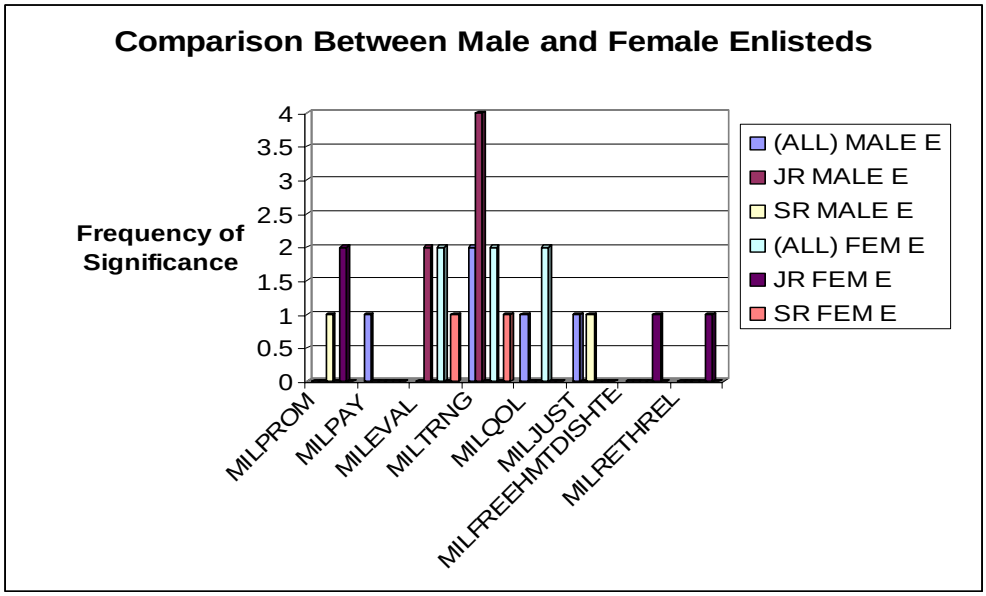
Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[51]

Figure 20. Comparison of Perceptions Between Officer and Enlisted Females

4. Comparison Between Males and Females

Figures 21 and 22 show the comparisons between men and women. In the enlisted ranks (see Figure 21), men were most strongly motivated by their perception of training; whereas, women were most influenced by their perceptions of evaluations and promotion opportunities. It can also be seen that positive perceptions of quality of life have a greater influence on enlisted women than on enlisted men.

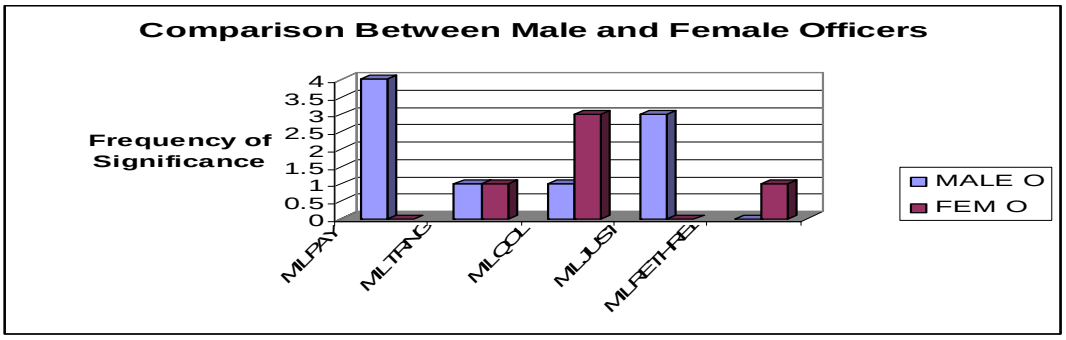
[51] Table 1 describes the conditions. JR is E1-E4; SR is E5-E9; E is enlisted; O is officer; and, FEM is female.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[52]

Figure 21. Comparison of Perceptions Between Enlisted Men and Women

Among the officers (see Figure 22), however, men were most strongly influenced by their perceptions of pay while female officers were most strongly motivated by quality of life perceptions. The second highest area of influence for men was justice, while women's secondary influence was shared equally by training opportunities and racial/ethnic relations.



Source: Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey.[53]

Figure 22. Comparison of Perceptions Between Male and Female Officers

[52] Table 1 describes the conditions. JR is E1-E4; SR is E5-E9; E is enlisted; and, FEM is female.

[53] Table 1 describes the conditions. O is officer and FEM is female.

V. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

A. SUMMARY AND CONCLUSIONS

This thesis draws information from the 1996 Armed Forces Equal Opportunity Survey and attempts to assess the relationship between perceptions of military opportunities by minorities and their intentions to remain in the U.S. Navy. The basic hypothesis is that positive perceptions of military opportunities, when compared with opportunities in the civilian sector, will influence minorities to stay in the Navy; conversely, comparatively stronger views of civilian opportunities will lead minorities to leave the Navy.

Logistic regression retention models were estimated for male and female enlisted personnel and officers. The results show that Hispanic and black enlisted personnel, Hispanic male officers, Asian/Pacific Islander male officers and female enlisted personnel, Native American male officers and Other female senior enlisted personnel are more likely to leave the Navy than are their white counterparts. On the other hand, Native American male enlisted personnel are more likely to stay in the Navy than are their white counterparts.

Model results also show that positive perceptions of the military on a variety of equal opportunity issues were also positive and significant determinants of personnel retention. In five of the nine models, the variables that indicate positive perceptions about military equal opportunity had the expected positive influence on the intent to stay in the Navy. This was especially true for military quality of life and military freedom from harassment, discrimination, and hate.

Interactions between specific perceptions and racial/ethnic groups were also included in the models to show how the effect of perceptions on retention varied by these groups. Results showed that training opportunities and quality of life were significant most often. Of the four minority groups considered in this research, blacks were most strongly influenced by perceptions in their retention plans. Second to blacks were Asian/Pacific Islanders, who were almost as strongly influenced by their perceptions.

The influence of certain perceptions varies by gender, pay grade, and minority group. In the enlisted ranks, minority men were most strongly motivated by their positive

perceptions of military training; minority women, on the other hand, were most influenced by their positive perceptions of military evaluations and promotion opportunities. Among officers, minority men were most strongly influenced by their perceptions of pay; in contrast, minority women were most strongly motivated by views on quality of life.

Officers and enlisted personnel are also influenced most strongly by different types of perceptions. For example, minority male enlisted personnel were most influenced by their positive perceptions of training opportunities, whereas their officer counterparts were most influenced by positive perceptions of pay. From this, it can be concluded that, as long as training opportunities for enlisted minority men are perceived as better than those available in the civilian sector, minority enlisted men will be influenced to remain in the Navy. Similarly, as long as pay and benefits are seen as more attractive in the military, minority male officers are more likely to remain on active duty.

Female minorities in the enlisted force were most strongly motivated by their positive perceptions of evaluations and promotion opportunities; in contrast, minority women officers were most strongly influenced by their positive perceptions of military quality of life. From this, it can be concluded that, as long as perceptions of military evaluations and promotion opportunities remain better in the military than in the civilian sector, female minorities in the enlisted force will be more likely to remain on active duty. Similarly, as long as quality of life is seen as more attractive in the military, minority women officers will be more likely to plan on staying in the service.

B. RECOMMENDATIONS

1. Policy Implications

This study suggests that positive perceptions about the military positively influence retention. With this understanding, one might ask: How can we change the EO climate so that it encourages more positive perceptions? For one thing, we can change "person perception," which is defined by Muchinsky as "the processes by which

individuals form impressions and make inferences about other people."[54] Figure 23 shows the "person perception" model.

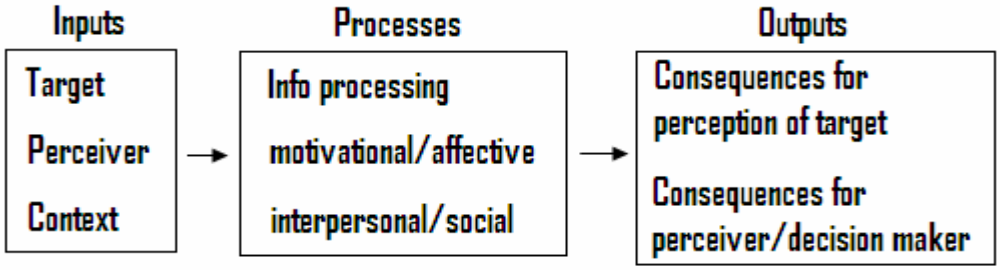


Figure 23. Input-Processes-Output Framework of Person Perception (From Muchinsky, 217)

This model indicates that training is the key to not only forming, but also correcting, perceptions. Basic to this approach is training personnel and leaders to recognize that communications (i.e., how something is said) and actions can be interpreted differently by different racial/ethnic groups. Part of the suggested training involves an understanding of the consequences for perceptions (adverse effects on workplace relationships and productivity) and the ramifications for violation of equal opportunity policies. The key here is to focus on building respectful relationships across genders and ethnicities, rather than focusing training on the more negative aspects of harassment, discrimination, and hate.

This study reveals that perceptions about equal opportunity issues had different effects on retention for different racial/ethnic minorities. Policies that promote an understanding of these effects and provide training for personnel on how their communications and actions may be interpreted by racial/ethnic minorities would lead to a better, stronger awareness of racial identity. An increased awareness of racial or ethnic identity may help shape positive perceptions of the military for sailors who are members of minority groups. A model that may be useful for organizational- based and individual-based awareness of racial/ethnic relations is that of Chrobot-Mason and Thomas (2002).

As seen in Figure 24, Chrobot-Mason and Thomas suggest that, if the development of the individual and the organization is on different levels of racial identity, a mismatch can occur that causes dissatisfaction and results in the member leaving the organization. If it is the organization that is on a higher plane (progressive), the

[54] Muchinsky, 216.

individual can be influenced to improve his or her level of racial identity development. However, if it is the member who is on a higher plane of development (regressive), he or she may become discouraged by the organization's lack of understanding and decide to leave rather than fight the system.

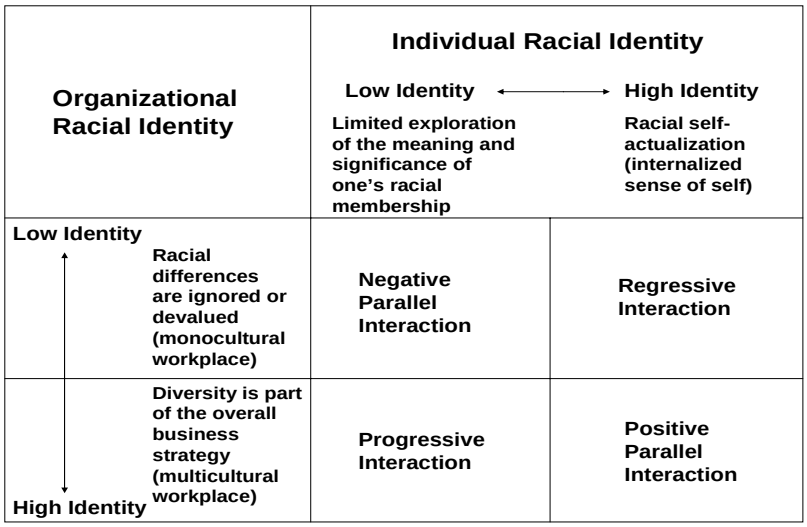

Organizational Racial Identity
Individual Racial Identity
Low Identity
High Identity
Limited exploration of the meaning and significance of one's racial membership
Racial self-actualization (internalized sense of self)
Low Identity
Racial differences are ignored or devalued (monocultural workplace)
Negative Parallel Interaction
Regressive Interaction
Diversity is part of the overall business strategy (multicultural workplace)
High Identity
Progressive Interaction
Positive Parallel Interaction

Figure 24. Interactive model of Individual and Organizational Racial Identity Development (From Chrobot-Mason and Thomas, 325)

In the instance where both the organization and the member are at low levels of development (negative parallel), neither benefit from the association. The best case scenario, which is difficult to maintain, is where both the organization and the member's racial identity are at high levels of development (positive parallel). Thus, an effort to foster the development of racial/ethnic identity at the individual and organizational levels could benefit the Navy by improving perceptions among minorities about the military.

Surveys such as the AFEOS and those at the unit level can be invaluable tools for leaders to use in determining where perception problems might exist and then address these issues directly. The difficult part, however, is in the design and interpretation of surveys. These assessments, combined with a basic understanding of the effects of perceptions, can go a long way toward ensuring that diversity is embraced and that identity development is at least progressive. An organization that is "proactive in recognizing, appreciating, and integrating diversity throughout its corporate strategy"[55] can use this diversity to its competitive advantage.

[55] Chrobot-Mason and Thomas, 327.

2. Further Study

The proportion of survey respondents who intend to reenlist is encouraging (about 56 percent), but more research needs to be conducted to ascertain how much of an impact the perceptions of equal opportunity have on a member's intent to stay. This would help to provide greater insight on what can be done to positively influence perceptions and maintain a high level of retention.

Given the interesting result that Hispanics and Native Americans are similar in how their perceptions influenced retention and that blacks and Asian/Pacific Islanders are likewise paired in their perceptions (at least in terms of the directionality), it might prove useful to identify the possible reasons for these similiarities. It has been speculated that the pairings of racial/ethnic groups may be somehow related to job assignments or cultural similiarites, or some other factor, such as the effect of visible versus non-visible minority status. Understanding relationships such as these would help explain how certain factors or characteristics affect perceptions, and might be particularly useful in changing perceptions for the better.

Since one of the factors that affect quality of life for military personnel is the amount of time spent away from home, information regarding perstempo/optempo (amount of time the member is actively engaged in executing a mission or deployed in support of a mission) could be useful in understanding the quality of life component of the survey. Other information, such as family status and years of service, could also influence one's intent to stay and might be useful in future analyses. Often, retention studies assess satisfaction variables such as satisfaction with job, training, promotions, and co-workers, to name just a few. However, these variables were not included in the perception models generated for this study because they were not the primary focus and because it is likely that the survey participants took these variables into consideration when they formed a view. Finally, further study of the relationship between satisfaction and perceptions might be useful in explaining the basis upon which these views are formed.

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APPENDIX A. LITERATURE REVIEW TABLES

Table 6. Stewart's Comparative Descriptive Statistics (From Stewart, 5)

Variable	MEOCS MEN		MEOCS WOMEN		MEOCS TOTAL		AFEOS MEN		AFEOS WOMEN		AFEOS TOTAL	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
A. Job Satisfaction												
Job Security	3.67	1.24	3.67	1.21	3.67	1.23	3.61	1.07	3.61	1.04	3.61	1.07
Acquiring Job Skills	3.45	1.34	3.54	1.32	3.47	1.34	3.43	1.22	3.38	1.22	3.43	1.22
Overall Job Satisfaction	3.54	1.26	3.51	1.27	3.54	1.26	3.59	1.10	3.47	1.18	3.58	1.11
B. Race Relations/EO Climate												
Race Relations							3.88	1.08	3.61	1.08	3.84	1.08
EO Climate	3.43	1.03	3.19	1.04	3.39	1.04						
C. Negative Job Experiences – Non-Racial												
Assignment, Evaluation, Training							.68	.47	.68	.47	.68	.47
Punishment							.07	.25	.08	.26	.07	.25
D. Discrimination – Racial Job/Assignment												
Assignment, Evaluation, Training							.11	.31	.14	.34	.11	.31
Assignment, Evaluation							.08	.27	.12	.32	.08	.27
Training/Test Scores							.03	.17	.03	.17	.03	.17
Punishment							.04	.19	.05	.21	.04	.19
Discrimination – Military	.10	.30	.22	.41	.12	.33						
E. Non-job Racial Incidents Measures												
Family Encounters/Threats - DoD							.04	.20	.04	.19	.04	.20
Member Incident - DoD							.68	.47	.65	.48	.68	.47
Offensive Encounters - Community							.67	.47	.60	.49	.65	.48
Threat/Harm - Community							.13	.33	.08	.26	.12	.33
Member Incident - Community							.67	.47	.60	.49	.66	.47
Member/Family Incident							.23	.42	.24	.43	.23	.42
Services Discrimination							.13	.34	.16	.37	.14	.34
Discrimination – Non-Military	.11	.31	.09	.28	.11	.31						
F. Composite Measures												
Any Incident							.77	.42	.75	.43	.77	.42
Military & Non-military Discrimination	.17	.37	.29	.46	.19	.39						
G. Other Job/Assignment –Racial												
Offensive Encounters - DoD							.67	.47	.64	.48	.66	.47
Threat/Harm - DoD							.10	.30	.09	.29	.10	.30

Table 7. Stewart's Regression Results for Job Security (From Stewart, 9)

	AFEOS							MEOCS						
	MEN		WOMEN		TOTAL			MEN		WOMEN		TOTAL		
VARIABLE	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA
RACEREL	.141	.001	.141	.174	.002	.178	.145	.001	146									
DODDISC	-.457	.004	-.131	-.374	.008	-.123	-.443	.003	-.130									
EOCLIM										.294	.003	.244	.300	.007	.260	.295	.003	.248
MILDISC										-.106	.011	-.026	--	--	--	-.081	.009	-.021
ASIAN	.083	.006	.014	--	--	--	.074	.005	.012	--	--	--	--	--	--	--	--	--
BLACK	--	--	--	-.135	.006	-.059	-.030	.003	-.011	.066	.009	.020	--	--	--	.052	.008	.016
HISP	.048	.004	.013	.081	.009	.021	.052	.003	.014	.117	.011	.027	--	--	--	.105	.011	.024
NATAM	-.066	.010	-.006	--	--	--	-.054	.009	-.005	--	--	--	--	--	--	--	--	--
FEMALE	--	--	--	--	--	--	.043	.003	.014	--	--	--	--	--	--	.100	.008	.030
USAF	.041	.003	.016	.030	.006	.014	.041	.002	.017	-.071	.008	-.023	-.039	.017	-.014	-.064	.007	-.021
USN	.258	.003	.107	.181	.006	.078	.247	.002	.103	.083	.012	.018	.122	.026	.028	.091	.011	.019
USMC	.221	.003	.067	.275	.014	.048	.223	.003	.065	.088	.010	.023	.098	.030	.020	.089	.010	.023
USCG	.021	.007	.003	--	--	--	.015	.006	.002	--	--	--	-.169	.054	-.018	-.045	.022	-.005
PAYGRAD2	-.143	.002	-.067	-.066	.006	-.031	-.130	.002	-.061	.084	.008	.029	.091	.018	.030	.085	.007	.029
PAYGRAD3	-.228	.005	-.065	--	--	--	-.195	.005	-.056	-.076	.011	-.019	-.051	.022	-.015	-.070	.010	-.019
PAYGRAD4	-.296	.006	-.073	-.186	.014	-.042	-.279	.005	-.068	.176	.022	.022	--	--	--	.151	.020	.019
SOMECOL	-.017	.003	-.008	.021	.006	.010	-.014	.002	-.006	-.044	.008	-.018	--	--	--	-.042	.007	-.017
COLDEG	--	--	--	-.112	.011	-.044	-.017	.004	-.007	-.066	.010	-.024	-.080	.021	-.031	-.069	.009	-.025
INTERCEPT	3.129	.005		3.038	.011		3.109	.004		2.673	.013		2.745	.029		2.667	.012	
ADJ R **2	.063			.086			.065			.064			.069			.064		
STD ERROR	1.040			.994			1.034			1.199			1.165			1.194		
F	4756.79			1062.03			5344.51			654.48			138.36			738.42		

Table 8. Stewart's Regression Results for JOBSKILLS (From Stewart, 10)

	AFEOS								MEOCS							
	MEN			WOMEN			TOTAL		MEN			WOMEN			TOTAL	
VARIABLE	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA
RACEREL	.164	.001	.144	.203	.003	.178	.169	.001	.149									
DODDISC	-.452	.004	-.114	-.610	.009	-.172	-.479	.004	-.123									
EOCLIM										.310	.003	.239	.329	.008	.260	.315	.003	.244
MILDISC										-.088	.011	-.020	-.048	.019	-.015	-.076	.010	-.018
ASIAN	.166	.007	.024	.075	.015	.011	.157	.006	.023	.055	.019	.007	--	--	--	.054	.017	.007
BLACK	.239	.003	.073	.209	.007	.078	.234	.003	.074	.229	.010	.063	.151	.019	.051	.216	.008	.062
HISP	.184	.004	.044	.188	.011	.041	.187	.004	.044	.139	.012	.029	--	--	--	.125	.011	.026
NATAM	-.026	.012	-.002	.245	.027	.021	--	--	--	--	--	--	--	--	--	--	--	--
FEMALE	--	--	--	--	--	--	.017	.003	.005	--	--	--	--	--	--	.156	.009	.043
USAF	.171	.003	.061	-.082	.007	-.032	.135	.003	.049	.075	.009	.023	-.042	.019	-.014	.055	.008	.017
USN	.132	.003	.048	-.043	.007	-.016	.112	.003	.041	.130	.013	.025	--	--	--	.108	.012	.021
USMC	.168	.004	.045	.055	.016	.008	.146	.004	.037	.213	.011	.052	--	--	--	.194	.010	.045
USCG	.065	.008	.008	-.211	.022	-.023	.003	.007	.004	--	--	--	-.371	.059	-.037	--	--	--
PAYGRAD2	.246	.003	.101	.114	.006	.046	.229	.003	.094	.157	.008	.051	.079	.020	.023	.145	.008	.046
PAYGRAD3	.599	.006	.149	.656	.014	.167	.605	.005	.151	.235	.012	.056	.207	.024	.056	.228	.011	.055
PAYGRAD4	.636	.006	.138	.650	.017	.124	.636	.006	.136	.259	.023	.030	--	--	--	.223	.021	.025
SOMECOL	-.010	.003	-.004	-.056	.007	-.023	-.017	.003	-.007	--	--	--	--	--	--	--	--	--
COLDEG	-.018	.005	-.006	-.073	.013	-.024	-.027	.005	-.009	.061	.010	.020	--	--	--	.058	.009	.020
INTERCEPT	2.438	.005		2.581	.013		2.472	.005		2.206	.014		2.405	.031		2.207	.013	
ADJ R **2	.081			.113			.084			.074			.073			.074		
STD ERROR	1.174			1.147			1.172			1.289			1.271			1.286		
F	6202.87			1458.50			7029.65			772.91			145.52			857.58		

Table 9. Stewart's Regression Results for Overall Job Satisfaction (From Stewart, 11)

	AFEOS								MEOCS							
	MEN			WOMEN			TOTAL		MEN			WOMEN			TOTAL	
VARIABLE	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA	COEF	S.E.	BETA
RACEREL	.188	.001	.184	.211	.003	.192	.192	.001	.186									
DODDISC	-.392	.004	-.109	-.416	.008	-.122	-.397	.003	-.112									
EOCLIM										.363	.003	.298	.367	.007	.302	.365	.003	.301
MILDISC										-.106	.010	-.026	-.042	.018	-.014	-.088	.009	-.023
ASIAN	.199	.006	.032	.108	.015	.017	.185	.005	.030	--	--	--	--	--	--	--	--	--
BLACK	.204	.003	.069	.120	.007	.046	.186	.003	.065	.158	.009	.047	.099	.018	.034	.147	.008	.045
HISP	.146	.004	.038	.264	.011	.059	.160	.003	.041	.129	.011	.029	.059	.028	.012	.119	.010	.026
NATAM	--	--	--	.474	.026	.042	.060	.010	.005	.048	.020	.006	.121	.039	.018	.061	.018	.008
FEMALE	--	--	--	--	--	--	-.022	.003	-.007	--	--	--	--	--	--	.064	.008	.019
USAF	.051	.003	.020	-.019	.007	-.008	.041	.003	.016	.091	.008	.029	--	--	--	.079	.007	.026
USN	-.052	.003	-.021	--	--	--	-.040	.003	-.016	-.038	.012	-.008	--	--	--	-.038	.011	-.008
USMC	.159	.004	.047	.099	.016	.015	.156	.003	.044	.118	.010	.031	--	--	--	.105	.010	.026
USCG	.043	.007	.006	-.060	.021	-.007	.030	.006	.004	--	--	--	-.228	.056	-.024	--	--	--
PAYGRAD2	.344	.002	.156	.301	.006	.125	.338	.002	.152	.297	.008	.102	.220	.019	.068	.285	.007	.097
PAYGRAD3	.545	.005	.151	.615	.014	.162	.554	.005	.152	.213	.011	.054	.139	.023	.039	.199	.010	.051
PAYGRAD4	.668	.006	.161	.797	.016	.158	.684	.005	.161	.421	.021	.051	.195	.052	.022	.387	.020	.047
SOMECOL	-.064	.003	-.029	--	--	--	-.055	.002	-.025	--	--	--	--	--	--	--	--	--
COLDEG	-.098	-005	-.036	-.138	.013	-.048	-.106	.004	-.039	.076	.009	.027	.059	.021	.022	.074	.009	.027
INTERCEPT	2.606	.005		2.492	.013		2.594	.004		2.104	.013		2.222	.030		2.108	.012	
ADJ R **2	.100			.102			.101			.119			.100			.115		
STD ERROR	1.044			1.115			1.055			1.178			1.205			1.183		
F	7806.19			1299.70			8569.83			1299.93			204.84			1403.03		

APPENDIX B. VARIABLE DESCRIPTIONS

Table 10. Regression Variable Descriptions, Based on 1996 Armed Forces Equal Opportunity Survey

Variable	Variable Descriptions
API	Minority group Asian Pacific Islander (recoded from survey's RETH variable)
API_MILEVAL	API interaction with perception of military evaluations being better
API_MILFREEHMTDISHTE	API interaction with perception of military freedom from harassment, discrimination, and hate being better
API_MILJUST	API interaction with perception of military justice being better
API_MILPAY	API interaction with perception of military pay being better
API_MILPROM	API interaction with perception of military promotion opportunities being better
API_MILQOL	API interaction with perception of military quality of life being better
API_MILRETHREL	API interaction with perception of military race/ethnic relations being better
API_MILTRNG	API interaction with perception of military training opportunities being better
BLACK	Minority group Black (recoded from survey's RETH variable)
BLACK_MILEVAL	Black interaction with perception of Military evaluations being better
BLACK_MILFREEHMTDISHTE	Black interaction with perception of Military freedom from harassment, discrimination, and hate being better
BLACK_MILJUST	Black interaction with perception Military justice being better
BLACK_MILPAY	Black interaction with perception Military pay being better
BLACK_MILPROM	Black interaction with perception Military promotion opportunities being better
BLACK_MILQOL	Black interaction with perception Military quality of life being better
BLACK_MILRETHREL	Black interaction with perception Military race/ethnic relations being better
BLACK_MILTRNG	Black interaction with perception Military training opportunities being better
E1_E4	Enlisted pay grades E1 through E4 (recoded from survey's XCPAY3 variable)
E5_E9	Enlisted pay grades E5 through E9 (from survey's XCPAY3 variable)
FEMALE	Female respondents (recoded from survey's Sex variable)
HISP	Minority group Hispanic (recoded from survey's RETH variable)
HISP_MILEVAL	Hispanic interaction with perception of Military evaluations being better
HISP_MILFREEHMTDISHTE	Hispanic interaction with perception of Military freedom from harassment, discrimination, and hate being better
HISP_MILJUST	Hispanic interaction with perception of Military justice being better
HISP_MILPAY	Hispanic interaction with perception of Military pay being better
HISP_MILPROM	Hispanic interaction with perception of Military promotion opportunities being better
HISP_MILQOL	Hispanic interaction with perception of Military quality of life being better
HISP_MILRETHREL	Hispanic interaction with perception of Military race/ethnic relations being better

Table 10. Regression Variable Descriptions (Continued)

Variable	Variable Descriptions
HISP_MILTRNG	HISP interaction with perception Military training being better
INTENT	If deciding on re-enlistment, likelihood would re-enlist (EQ9628 in binary)
MALE	Male respondents (recoded from survey's Sex variable)
MARRIED	Marital status (EQ9614 recoded into binary)
MILEVAL	Military evaluations are better (EQ9673C recoded into binary)
MILFREEHMTDISHTE	Military freedom from harassment, discrimination, and hate is better (EQ9673J recoded into binary)
MILJUST	Military justice is better (EQ9673F recoded into binary)
MILPAY	Military pay is better (EQ9673B recoded into binary)
MILPROM	Military promotion opportunities are better (EQ9673A recoded into binary)
MILQOL	Military quality of life is better (EQ9673E coded in binary
MILRETHREL	Military race/ethnic relations are better (EQ9673L recoded into binary)
MILTRNG	Military training opportunities are better (EQ9673D recoded into binary)
NAVY	Military service component Navy (where survey's SVC variable = 2)
NTVAM	Minority group Native American (recoded from survey's RETH variable)
NTVAM_MILEVAL	Native American interaction with perception of Military evaluations being better
NTVAM_MILFREEHMTDISHTE	Native American interaction with perception of Military freedom from harassment, discrimination, and hate being better
NTVAM_MILJUST	Native American interaction with perception of Military justice being better
NTVAM_MILPAY	Native American interaction with perception of Military pay being better
NTVAM_MILPROM	Native American interaction with perception of Military promotion opportunities being better
NTVAM_MILQOL	Native American interaction with perception of Military quality of life being better
NTVAM_MILRETHREL	Native American interaction with perception of Military race/ethnic relations being better
NTVAM_MILTRNG	Native American interaction with perception of Military training opportunities being better
OTHER	API and NTVAM combined
OTHER_MILEVAL	Other interaction with perception of Military evaluations being better
OTHER_MILFREEHMTDISHTE	Other interaction with perception of Military freedom from harassment, discrimination, and hate being better
OTHER_MILJUST	Other interaction with perception of Military justice being better
OTHER_MILPAY	Other interaction with perception of Military pay being better
OTHER_MILPROM	Other interaction with perception of Military promotion opportunities being better
OTHER_MILQOL	Other interaction with perception of Military quality of life being better
OTHER_MILRETHREL	Other interaction with perception of Military race/ethnic relations being better
OTHER_MILTRNG	Other interaction with perception of Military training opportunities being better
OFFICER	All Officer paygrades (recoded from survey's XCPAY3 variable)
WHITE	Non-minority group White (recoded from survey's RETH variable)

APPENDIX C. LOGISTIC REGRESSION RESULTS

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	11075
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	2557
2	0	8518

NOTE: 327 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP	1	0.179507	0.383852	0	1.000000
	0	0.259803	0.438552	0	1.000000
	Total	0.241264	0.427869	0	1.000000
BLACK	1	0.148612	0.355775	0	1.000000
	0	0.206152	0.404564	0	1.000000
	Total	0.192867	0.394567	0	1.000000
API	1	0.089167	0.285040	0	1.000000
	0	0.098849	0.298477	0	1.000000
	Total	0.096614	0.295445	0	1.000000
NTVAM	1	0.322644	0.467579	0	1.000000
	0	0.195351	0.396494	0	1.000000
	Total	0.224740	0.417430	0	1.000000
MARRIED	1	0.725068	0.446567	0	1.000000
	0	0.107654	0.309962	0	1.000000
	Total	0.250203	0.433149	0	1.000000
E1_E4	1	0.225264	0.417838	0	1.000000
	0	0.118455	0.323165	0	1.000000
	Total	0.143115	0.350206	0	1.000000
MILPROM	1	0.322644	0.467579	0	1.000000
	0	0.049073	0.216032	0	1.000000
	Total	0.112235	0.315669	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
MILPAY	1	0.255768	0.436378	0	1.000000
	0	0.039328	0.194387	0	1.000000
	Total	0.089300	0.285189	0	1.000000
MILEVAL	1	0.255377	0.436158	0	1.000000
	0	0.034867	0.183455	0	1.000000
	Total	0.085779	0.280050	0	1.000000
MILTRNG	1	0.487290	0.499936	0	1.000000
	0	0.076074	0.265132	0	1.000000
	Total	0.171016	0.376540	0	1.000000
MILQOL	1	0.269065	0.443561	0	1.000000
	0	0.030171	0.171069	0	1.000000
	Total	0.085327	0.279381	0	1.000000
MILJUST	1	0.270239	0.444170	0	1.000000
	0	0.044729	0.206720	0	1.000000
	Total	0.096795	0.295691	0	1.000000
MILFREEHMTDISHTE	1	0.305827	0.460847	0	1.000000
	0	0.045316	0.208008	0	1.000000
	Total	0.105463	0.307163	0	1.000000
MILRETHREL	1	0.430974	0.495309	0	1.000000
	0	0.069148	0.253720	0	1.000000
	Total	0.152686	0.359701	0	1.000000
HISP_MILPROM	1	0.064138	0.245046	0	1.000000
	0	0.014323	0.118824	0	1.000000
	Total	0.025824	0.158617	0	1.000000
HISP_MILPAY	1	0.053969	0.226002	0	1.000000
	0	0.013149	0.113918	0	1.000000
	Total	0.022573	0.148546	0	1.000000
HISP_MILEVAL	1	0.052014	0.222099	0	1.000000
	0	0.010214	0.100551	0	1.000000
	Total	0.019865	0.139541	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP_MILTRNG	1	0.093078	0.290598	0	1.000000
	0	0.019606	0.138649	0	1.000000
	Total	0.036569	0.187709	0	1.000000
HISP_MILQOL	1	0.054361	0.226772	0	1.000000
	0	0.007866	0.088344	0	1.000000
	Total	0.018600	0.135115	0	1.000000
HISP_MILJUST	1	0.048885	0.215671	0	1.000000
	0	0.012444	0.110864	0	1.000000
	Total	0.020858	0.142915	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.056316	0.230576	0	1.000000
	0	0.011857	0.108250	0	1.000000
	Total	0.022122	0.147087	0	1.000000
HISP_MILRETHREL	1	0.077434	0.267332	0	1.000000
	0	0.017375	0.130672	0	1.000000
	Total	0.031242	0.173978	0	1.000000
BLACK_MILPROM	1	0.063747	0.244349	0	1.000000
	0	0.008687	0.092806	0	1.000000
	Total	0.021400	0.144719	0	1.000000
BLACK_MILPAY	1	0.054752	0.227539	0	1.000000
	0	0.007044	0.083637	0	1.000000
	Total	0.018059	0.133170	0	1.000000
BLACK_MILEVAL	1	0.041064	0.198477	0	1.000000
	0	0.004813	0.069215	0	1.000000
	Total	0.013183	0.114062	0	1.000000
BLACK_MILTRNG	1	0.093469	0.291145	0	1.000000
	0	0.015144	0.122134	0	1.000000
	Total	0.033228	0.179239	0	1.000000
BLACK_MILQOL	1	0.045366	0.208146	0	1.000000
	0	0.006457	0.080100	0	1.000000
	Total	0.015440	0.123301	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
BLACK_MILJUST	1	0.047321	0.212366	0	1.000000
	0	0.005870	0.076395	0	1.000000
	Total	0.015440	0.123301	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.033242	0.179303	0	1.000000
	0	0.005518	0.074081	0	1.000000
	Total	0.011919	0.108525	0	1.000000
BLACK_MILRETHREL	1	0.061791	0.240823	0	1.000000
	0	0.008922	0.094041	0	1.000000
	Total	0.021129	0.143820	0	1.000000
API_MILPROM	1	0.028940	0.167671	0	1.000000
	0	0.004696	0.068370	0	1.000000
	Total	0.010293	0.100938	0	1.000000
API_MILPAY	1	0.019163	0.137125	0	1.000000
	0	0.003639	0.060221	0	1.000000
	Total	0.007223	0.084687	0	1.000000
API_MILEVAL	1	0.023856	0.152631	0	1.000000
	0	0.003874	0.062126	0	1.000000
	Total	0.008488	0.091740	0	1.000000
API_MILTRNG	1	0.039108	0.193891	0	1.000000
	0	0.007514	0.086359	0	1.000000
	Total	0.014808	0.120790	0	1.000000
API_MILQOL	1	0.024638	0.155050	0	1.000000
	0	0.003992	0.063056	0	1.000000
	Total	0.008758	0.093180	0	1.000000
API_MILJUST	1	0.023074	0.150168	0	1.000000
	0	0.004344	0.065768	0	1.000000
	Total	0.008668	0.092703	0	1.000000
API_MILFREEHMTDISHTE	1	0.026594	0.160924	0	1.000000
	0	0.004813	0.069215	0	1.000000
	Total	0.009842	0.098722	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
API_MILRETHREL	1	0.039499	0.194818	0	1.000000
	0	0.007983	0.088996	0	1.000000
	Total	0.015260	0.122589	0	1.000000
NTVAM_MILPROM	1	0.094251	0.292235	0	1.000000
	0	0.010096	0.099978	0	1.000000
	Total	0.029526	0.169283	0	1.000000
NTVAM_MILPAY	1	0.082127	0.274613	0	1.000000
	0	0.009392	0.096461	0	1.000000
	Total	0.026185	0.159693	0	1.000000
NTVAM_MILEVAL	1	0.077043	0.266712	0	1.000000
	0	0.008100	0.089643	0	1.000000
	Total	0.024018	0.153112	0	1.000000
NTVAM_MILTRNG	1	0.150958	0.358078	0	1.000000
	0	0.016671	0.128041	0	1.000000
	Total	0.047675	0.213087	0	1.000000
NTVAM_MILQOL	1	0.094642	0.292777	0	1.000000
	0	0.006340	0.079373	0	1.000000
	Total	0.026727	0.161291	0	1.000000
NTVAM_MILJUST	1	0.087603	0.282771	0	1.000000
	0	0.011622	0.107185	0	1.000000
	Total	0.029165	0.168276	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.097771	0.297063	0	1.000000
	0	0.010214	0.100551	0	1.000000
	Total	0.030429	0.171772	0	1.000000
NTVAM_MILRETHREL	1	0.120454	0.325555	0	1.000000
	0	0.013970	0.117375	0	1.000000
	Total	0.038555	0.192541	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Model Convergence Status
Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	11970.485	7358.816
SC	11977.797	7702.501
-2 Log L	11968.485	7264.816

R-Square 0.3460 Max-rescaled R-Square 0.5238

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	4703.6690	46	<.0001
Score	4903.1458	46	<.0001
Wald	2915.6559	46	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
Intercept	1	-2.7785	0.0805	1191.0390	<.0001
HISP	1	-0.3706	0.1136	10.6423	0.0011
BLACK	1	-0.4482	0.1285	12.1714	0.0005
API	1	0.0493	0.1395	0.1248	0.7239
NTVAM	1	0.4487	0.1001	20.1044	<.0001
MARRIED	1	2.5128	0.0624	1622.0466	<.0001
E1_E4	1	0.3934	0.0765	26.4120	<.0001
MILPROM	1	0.2233	0.2120	1.1089	0.2923
MILPAY	1	0.2891	0.2564	1.2715	0.2595
MILEVAL	1	0.00872	0.2384	0.0013	0.9708
MILTRNG	1	0.7550	0.1635	21.3205	<.0001
MILQOL	1	0.2863	0.2571	1.2394	0.2656
MILJUST	1	0.1749	0.1976	0.7835	0.3761
MILFREEHMTDISHTE	1	0.3900	0.2012	3.7563	0.0526
MILRETHREL	1	0.7971	0.1784	19.9734	<.0001
HISP_MILPROM	1	-0.0833	0.3053	0.0743	0.7851
HISP_MILPAY	1	-0.2424	0.3272	0.5486	0.4589
HISP_MILEVAL	1	0.2784	0.3362	0.6853	0.4078
HISP_MILTRNG	1	0.4131	0.2445	2.8549	0.0911
HISP_MILQOL	1	0.3288	0.3392	0.9395	0.3324
HISP_MILJUST	1	-0.1687	0.2922	0.3333	0.5637
HISP_MILFREEHMTDISHT	1	-0.0767	0.3019	0.0645	0.7995
HISP_MILRETHREL	1	-0.3486	0.2772	1.5820	0.2085
BLACK_MILPROM	1	0.1469	0.3237	0.2061	0.6498
BLACK_MILPAY	1	0.6337	0.3448	3.3775	0.0661
BLACK_MILEVAL	1	0.4561	0.3718	1.5050	0.2199
BLACK_MILTRNG	1	0.6310	0.2564	6.0561	0.0139
BLACK_MILQOL	1	-0.3002	0.3550	0.7153	0.3977
BLACK_MILJUST	1	0.6038	0.3190	3.5814	0.0584
BLACK_MILFREEHMTDISH	1	-0.7881	0.3577	4.8535	0.0276
BLACK_MILRETHREL	1	-0.2618	0.3195	0.6713	0.4126

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
API_MILPROM	1	0.2092	0.3981	0.2762	0.5992
API_MILPAY	1	-0.4911	0.4606	1.1368	0.2863
API_MILEVAL	1	0.1283	0.4488	0.0817	0.7749
API_MILTRNG	1	0.0113	0.3170	0.0013	0.9714
API_MILQOL	1	0.4744	0.4179	1.2891	0.2562
API_MILJUST	1	0.1756	0.3908	0.2019	0.6532
API_MILFREEHMTDISHTE	1	-0.2902	0.4085	0.5046	0.4775
API_MILRETHREL	1	-0.4667	0.3535	1.7428	0.1868
NTVAM_MILPROM	1	0.2880	0.2991	0.9269	0.3357
NTVAM_MILPAY	1	-0.00155	0.3259	0.0000	0.9962
NTVAM_MILEVAL	1	-0.2685	0.3268	0.6752	0.4112
NTVAM_MILTRNG	1	0.0829	0.2305	0.1293	0.7191
NTVAM_MILQOL	1	0.7377	0.3323	4.9291	0.0264
NTVAM_MILJUST	1	-0.4013	0.2840	1.9973	0.1576
NTVAM_MILFREEHMTDISH	1	0.1980	0.2982	0.4406	0.5068
NTVAM_MILRETHREL	1	-0.6516	0.2725	5.7171	0.0168

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.690	0.553	0.862
BLACK	0.639	0.497	0.822
API	1.051	0.799	1.381
NTVAM	1.566	1.287	1.906
MARRIED	12.339	10.919	13.944
E1_E4	1.482	1.276	1.722
MILPROM	1.250	0.825	1.894
MILPAY	1.335	0.808	2.207
MILEVAL	1.009	0.632	1.610
MILTRNG	2.128	1.544	2.931
MILQOL	1.331	0.804	2.204
MILJUST	1.191	0.809	1.755
MILFREEHMTDISHTE	1.477	0.996	2.191
MILRETHREL	2.219	1.564	3.148
HISP_MILPROM	0.920	0.506	1.674
HISP_MILPAY	0.785	0.413	1.490
HISP_MILEVAL	1.321	0.683	2.553
HISP_MILTRNG	1.512	0.936	2.441
HISP_MILQOL	1.389	0.715	2.701
HISP_MILJUST	0.845	0.476	1.498
HISP_MILFREEHMTDISHT	0.926	0.513	1.674
HISP_MILRETHREL	0.706	0.410	1.215
BLACK_MILPROM	1.158	0.614	2.184
BLACK_MILPAY	1.884	0.959	3.704
BLACK_MILEVAL	1.578	0.761	3.270
BLACK_MILTRNG	1.879	1.137	3.107
BLACK_MILQOL	0.741	0.369	1.485
BLACK_MILJUST	1.829	0.979	3.418
BLACK_MILFREEHMTDISH	0.455	0.226	0.917
BLACK_MILRETHREL	0.770	0.411	1.440
API_MILPROM	1.233	0.565	2.690

LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
API_MILPAY	0.612	0.248	1.509
API_MILEVAL	1.137	0.472	2.740
API_MILTRNG	1.011	0.543	1.883
API_MILQOL	1.607	0.709	3.645
API_MILJUST	1.192	0.554	2.564
API_MILFREEHMTDISHTE	0.748	0.336	1.666
API_MILRETHREL	0.627	0.314	1.254
NTVAM_MILPROM	1.334	0.742	2.397
NTVAM_MILPAY	0.998	0.527	1.891
NTVAM_MILEVAL	0.765	0.403	1.451
NTVAM_MILTRNG	1.086	0.692	1.707
NTVAM_MILQOL	2.091	1.090	4.011
NTVAM_MILJUST	0.669	0.384	1.168
NTVAM_MILFREEHMTDISH	1.219	0.679	2.187
NTVAM_MILRETHREL	0.521	0.306	0.889

Association of Predicted Probabilities and Observed Responses

Percent Concordant	90.2	Somers' D	0.816
Percent Discordant	8.6	Gamma	0.826
Percent Tied	1.2	Tau-a	0.290
Pairs	21780526	c	0.908

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	183.4104	8	<.0001
Test 2	7.1910	8	0.5162
Test 3	27.9825	8	0.0005
Test 4	6.6155	8	0.5786
Test 5	14.9907	8	0.0593

Classification Table

Prob Level	Correct Event	Correct Non-Event	Incorrect Event	Incorrect Non-Event	Percentages Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.020	2557	0	8518	0	23.1	100.0	0.0	76.9	.
0.040	2542	1512	7006	15	36.6	99.4	17.8	73.4	1.0
0.060	2458	4950	3568	99	66.9	96.1	58.1	59.2	2.0
0.080	2437	5660	2858	120	73.1	95.3	66.4	54.0	2.1
0.100	2340	7019	1499	217	84.5	91.5	82.4	39.0	3.0
0.120	2305	7056	1462	252	84.5	90.1	82.8	38.8	3.4
0.140	2251	7176	1342	306	85.1	88.0	84.2	37.4	4.1
0.160	2233	7200	1318	324	85.2	87.3	84.5	37.1	4.3
0.180	2187	7277	1241	370	85.5	85.5	85.4	36.2	4.8
0.200	2155	7318	1200	402	85.5	84.3	85.9	35.8	5.2
0.220	2137	7344	1174	420	85.6	83.6	86.2	35.5	5.4
0.240	2110	7375	1143	447	85.6	82.5	86.6	35.1	5.7
0.260	2078	7403	1115	479	85.6	81.3	86.9	34.9	6.1

Matching the calculation ((2557/11075)=.231), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 86% of the time.

Partial Effects LOGISTIC REGRESSION W/ ENLISTED MALE RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	11075
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	2557
2	0	8518

NOTE: 374 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	11970.485	7358.816
SC	11977.797	7702.501
-2 Log L	11968.485	7264.816

R-Square 0.3460 Max-rescaled R-Square 0.5238

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	4703.6690	46	<.0001
Score	4903.1458	46	<.0001
Wald	2915.6559	46	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
Intercept	1	-2.7785	0.0805	1191.0390	<.0001
HISP	1	-0.3706	0.1136	10.6423	0.0011
BLACK	1	-0.4482	0.1285	12.1714	0.0005
API	1	0.0493	0.1395	0.1248	0.7239
NTVAM	1	0.4487	0.1001	20.1044	<.0001
MARRIED	1	2.5128	0.0624	1622.0466	<.0001
E1_E4	1	0.3934	0.0765	26.4120	<.0001
MILPROM	1	0.2233	0.2120	1.1089	0.2923
MILPAY	1	0.2891	0.2564	1.2715	0.2595
MILEVAL	1	0.00872	0.2384	0.0013	0.9708
MILTRNG	1	0.7550	0.1635	21.3205	<.0001
MILQOL	1	0.2863	0.2571	1.2394	0.2656
MILJUST	1	0.1749	0.1976	0.7835	0.3761
MILFREEHMTDISHTE	1	0.3900	0.2012	3.7563	0.0526
MILRETHREL	1	0.7971	0.1784	19.9734	<.0001
HISP_MILPROM	1	-0.0833	0.3053	0.0743	0.7851
HISP_MILPAY	1	-0.2424	0.3272	0.5486	0.4589
HISP_MILEVAL	1	0.2784	0.3362	0.6853	0.4078
HISP_MILTRNG	1	0.4131	0.2445	2.8549	0.0911
HISP_MILQOL	1	0.3288	0.3392	0.9395	0.3324

Partial Effects LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
HISP_MILJUST	1	-0.1687	0.2922	0.3333	0.5637
HISP_MILFREEHMTDISHT	1	-0.0767	0.3019	0.0645	0.7995
HISP_MILRETHREL	1	-0.3486	0.2772	1.5820	0.2085
BLACK_MILPROM	1	0.1469	0.3237	0.2061	0.6498
BLACK_MILPAY	1	0.6337	0.3448	3.3775	0.0661
BLACK_MILEVAL	1	0.4561	0.3718	1.5050	0.2199
BLACK_MILTRNG	1	0.6310	0.2564	6.0561	0.0139
BLACK_MILQOL	1	-0.3002	0.3550	0.7153	0.3977
BLACK_MILJUST	1	0.6038	0.3190	3.5814	0.0584
BLACK_MILFREEHMTDISH	1	-0.7881	0.3577	4.8535	0.0276
BLACK_MILRETHREL	1	-0.2618	0.3195	0.6713	0.4126
API_MILPROM	1	0.2092	0.3981	0.2762	0.5992
API_MILPAY	1	-0.4911	0.4606	1.1368	0.2863
API_MILEVAL	1	0.1283	0.4488	0.0817	0.7749
API_MILTRNG	1	0.0113	0.3170	0.0013	0.9714
API_MILQOL	1	0.4744	0.4179	1.2891	0.2562
API_MILJUST	1	0.1756	0.3908	0.2019	0.6532
API_MILFREEHMTDISHTE	1	-0.2902	0.4085	0.5046	0.4775
API_MILRETHREL	1	-0.4667	0.3535	1.7428	0.1868
NTVAM_MILPROM	1	0.2880	0.2991	0.9269	0.3357
NTVAM_MILPAY	1	-0.00155	0.3259	0.0000	0.9962
NTVAM_MILEVAL	1	-0.2685	0.3268	0.6752	0.4112
NTVAM_MILTRNG	1	0.0829	0.2305	0.1293	0.7191
NTVAM_MILQOL	1	0.7377	0.3323	4.9291	0.0264
NTVAM_MILJUST	1	-0.4013	0.2840	1.9973	0.1576
NTVAM_MILFREEHMTDISH	1	0.1980	0.2982	0.4406	0.5068
NTVAM_MILRETHREL	1	-0.6516	0.2725	5.7171	0.0168

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.690	0.553	0.862
BLACK	0.639	0.497	0.822
API	1.051	0.799	1.381
NTVAM	1.566	1.287	1.906
MARRIED	12.339	10.919	13.944
E1_E4	1.482	1.276	1.722
MILPROM	1.250	0.825	1.894
MILPAY	1.335	0.808	2.207
MILEVAL	1.009	0.632	1.610
MILTRNG	2.128	1.544	2.931
MILQOL	1.331	0.804	2.204
MILJUST	1.191	0.809	1.755
MILFREEHMTDISHTE	1.477	0.996	2.191
MILRETHREL	2.219	1.564	3.148
HISP_MILPROM	0.920	0.506	1.674
HISP_MILPAY	0.785	0.413	1.490
HISP_MILEVAL	1.321	0.683	2.553
HISP_MILTRNG	1.512	0.936	2.441
HISP_MILQOL	1.389	0.715	2.701
HISP_MILJUST	0.845	0.476	1.498
HISP_MILFREEHMTDISHT	0.926	0.513	1.674

Partial Effects LOGISTIC REGRESSION W/ COMBINED ENLISTED MALE RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP_MILRETHREL	0.706	0.410	1.215
BLACK_MILPROM	1.158	0.614	2.184
BLACK_MILPAY	1.884	0.959	3.704
BLACK_MILEVAL	1.578	0.761	3.270
BLACK_MILTRNG	1.879	1.137	3.107
BLACK_MILQOL	0.741	0.369	1.485
BLACK_MILJUST	1.829	0.979	3.418
BLACK_MILFREEHMTDISH	0.455	0.226	0.917
BLACK_MILRETHREL	0.770	0.411	1.440
API_MILPROM	1.233	0.565	2.690
API_MILPAY	0.612	0.248	1.509
API_MILEVAL	1.137	0.472	2.740
API_MILTRNG	1.011	0.543	1.883
API_MILQOL	1.607	0.709	3.645
API_MILJUST	1.192	0.554	2.564
API_MILFREEHMTDISHTE	0.748	0.336	1.666
API_MILRETHREL	0.627	0.314	1.254
NTVAM_MILPROM	1.334	0.742	2.397
NTVAM_MILPAY	0.998	0.527	1.891
NTVAM_MILEVAL	0.765	0.403	1.451
NTVAM_MILTRNG	1.086	0.692	1.707
NTVAM_MILQOL	2.091	1.090	4.011
NTVAM_MILJUST	0.669	0.384	1.168
NTVAM_MILFREEHMTDISH	1.219	0.679	2.187
NTVAM_MILRETHREL	0.521	0.306	0.889

Association of Predicted Probabilities and Observed Responses

Percent Concordant	90.2	Somers' D	0.816
Percent Discordant	8.6	Gamma	0.826
Percent Tied	1.2	Tau-a	0.290
Pairs	21780526	c	0.908

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	E1_ E4	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0	0
11	0	0	0	0	0	0	0	0	0	1	0	0
12	0	0	0	0	0	0	0	0	0	0	1	0
13	0	0	0	0	0	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0	0	0	0	0

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	1	0	0	0	0	0	0	0
15	0	1	0	0	0	0	0	0
16	0	0	1	0	0	0	0	0
17	0	0	0	1	0	0	0	0
18	0	0	0	0	1	0	0	0
19	0	0	0	0	0	1	0	0
20	0	0	0	0	0	0	1	0
21	0	0	0	0	0	0	0	1
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	1	0	0	0	0	0	0	0
23	0	1	0	0	0	0	0	0
24	0	0	1	0	0	0	0	0
25	0	0	0	1	0	0	0	0
26	0	0	0	0	1	0	0	0
27	0	0	0	0	0	1	0	0
28	0	0	0	0	0	0	1	0
29	0	0	0	0	0	0	0	1
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	1	0	0	0	0	0	0	0
31	0	1	0	0	0	0	0	0
32	0	0	1	0	0	0	0	0
33	0	0	0	1	0	0	0	0
34	0	0	0	0	1	0	0	0
35	0	0	0	0	0	1	0	0
36	0	0	0	0	0	0	1	0
37	0	0	0	0	0	0	0	1
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0
38	1	0	0	0	0	0	0
39	0	1	0	0	0	0	0
40	0	0	1	0	0	0	0
41	0	0	0	1	0	0	0
42	0	0	0	0	1	0	0
43	0	0	0	0	0	1	0
44	0	0	0	0	0	0	1
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0

COMBINED Male E Table Output with Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.05850	-0.00000	BASE
2	0	0	0	0.04113	-0.01737	HISP
3	0	0	0	0.03817	-0.02033	BLACK
4	0	0	0	0.06127	0.00277	API
5	0	0	0	0.08868	0.03018	NTVAM
6	0	0	0	0.43396	0.37546	MARRIED
7	0	0	0	0.08431	0.02581	E1_E4
8	0	0	0	0.07208	0.01358	MILPROM
9	0	0	0	0.07660	0.01810	MILPAY
10	0	0	0	0.05898	0.00048	MILEVAL
11	0	0	0	0.11675	0.05825	MILTRNG
12	0	0	0	0.07640	0.01790	MILQOL
13	0	0	0	0.06891	0.01041	MILJUST
14	0	0	0	0.08405	0.02555	MILFREEHMTDISHTE
15	0	0	0	0.12117	0.06267	MILRETHREL
16	0	0	0	0.05408	-0.00442	HISP_MILPROM
17	0	0	0	0.04649	-0.01201	HISP_MILPAY
18	0	0	0	0.07585	0.01735	HISP_MILEVAL
19	0	0	0	0.08585	0.02735	HISP_MILTRNG
20	0	0	0	0.07946	0.02096	HISP_MILQOL
21	0	0	0	0.04987	-0.00863	HISP_MILJUST
22	0	0	0	0.05441	-0.00409	HISP_MILFREEHMTDISHTE
23	0	0	0	0.04200	-0.01650	HISP_MILRETHREL
24	0	0	0	0.06713	0.00863	BLACK_MILPROM
25	0	0	0	0.10481	0.04631	BLACK_MILPAY
26	0	0	0	0.08929	0.03079	BLACK_MILEVAL
27	0	0	0	0.10456	0.04606	BLACK_MILTRNG
28	0	0	0	0.04399	-0.01451	BLACK_MILQOL
29	0	0	0	0.10204	0.04354	BLACK_MILJUST
30	0	0	0	0.02748	-0.03102	BLACK_MILFREEHMTDISHTE
31	0	0	0	0.04564	-0.01286	BLACK_MILRETHREL
32	0	0	0	0.07114	0.01264	API_MILPROM
33	0	0	0	0.03663	-0.02187	API_MILPAY
34	0	0	0	0.06598	0.00748	API_MILEVAL
35	0	0	0	0.05912	0.00062	API_MILTRNG
36	0	0	0	0.09079	0.03229	API_MILQOL
37	0	0	0	0.06895	0.01045	API_MILJUST
38	0	0	0	0.04442	-0.01408	API_MILFREEHMTDISHTE
39	0	0	0	0.03750	-0.02100	API_MILRETHREL
40	0	0	0	0.07652	0.01802	NTVAM_MILPROM
41	0	0	0	0.05841	-0.00009	NTVAM_MILPAY
42	0	0	0	0.04535	-0.01315	NTVAM_MILEVAL
43	0	0	0	0.06323	0.00473	NTVAM_MILTRNG
44	0	0	0	0.11498	0.05648	NTVAM_MILQOL
45	1	0	0	0.03993	-0.01857	NTVAM_MILJUST
46	0	1	0	0.07040	0.01190	NTVAM_MILFREEHMTDISHTE
47	0	0	1	0.03137	-0.02713	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	1585
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	576
2	0	1009

NOTE: 129 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP	1	0.281250	0.450000	0	1.000000
	0	0.332012	0.471169	0	1.000000
	Total	0.313565	0.464088	0	1.000000
BLACK	1	0.147569	0.354981	0	1.000000
	0	0.104063	0.305494	0	1.000000
	Total	0.119874	0.324916	0	1.000000
API	1	0.112847	0.316681	0	1.000000
	0	0.096135	0.294922	0	1.000000
	Total	0.102208	0.303018	0	1.000000
NTVAM	1	0.293403	0.455717	0	1.000000
	0	0.242815	0.428997	0	1.000000
	Total	0.261199	0.439427	0	1.000000
MARRIED	1	0.428819	0.495338	0	1.000000
	0	0.270565	0.444472	0	1.000000
	Total	0.328076	0.469661	0	1.000000
MILPROM	1	0.303819	0.460305	0	1.000000
	0	0.203171	0.402559	0	1.000000
	Total	0.239748	0.427064	0	1.000000
MILPAY	1	0.295139	0.456502	0	1.000000
	0	0.177403	0.382199	0	1.000000
	Total	0.220189	0.414505	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
MILEVAL	1	0.239583	0.427200	0	1.000000
	0	0.155600	0.362655	0	1.000000
	Total	0.186120	0.389326	0	1.000000
MILTRNG	1	0.477431	0.499925	0	1.000000
	0	0.333003	0.471521	0	1.000000
	Total	0.385489	0.486864	0	1.000000
MILQOL	1	0.274306	0.446551	0	1.000000
	0	0.120912	0.326186	0	1.000000
	Total	0.176656	0.381498	0	1.000000
MILJUST	1	0.307292	0.461772	0	1.000000
	0	0.205154	0.404014	0	1.000000
	Total	0.242271	0.428593	0	1.000000
MILFREEHMTDISHTE	1	0.218750	0.413758	0	1.000000
	0	0.173439	0.378814	0	1.000000
	Total	0.189905	0.392350	0	1.000000
MILRETHREL	1	0.369792	0.483168	0	1.000000
	0	0.254708	0.435913	0	1.000000
	Total	0.296530	0.456872	0	1.000000
HISP_MILPROM	1	0.102431	0.303477	0	1.000000
	0	0.075322	0.264041	0	1.000000
	Total	0.085174	0.279228	0	1.000000
HISP_MILPAY	1	0.098958	0.298866	0	1.000000
	0	0.073340	0.260823	0	1.000000
	Total	0.082650	0.275439	0	1.000000
HISP_MILEVAL	1	0.079861	0.271314	0	1.000000
	0	0.059465	0.236610	0	1.000000
	Total	0.066877	0.249888	0	1.000000
HISP_MILTRNG	1	0.144097	0.351494	0	1.000000
	0	0.111992	0.315513	0	1.000000
	Total	0.123659	0.329296	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP_MILQOL	1	0.085069	0.279227	0	1.000000
	0	0.040634	0.197539	0	1.000000
	Total	0.056782	0.231499	0	1.000000
HISP_MILJUST	1	0.083333	0.276626	0	1.000000
	0	0.069376	0.254218	0	1.000000
	Total	0.074448	0.262581	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.069444	0.254429	0	1.000000
	0	0.061447	0.240267	0	1.000000
	Total	0.064353	0.245459	0	1.000000
HISP_MILRETHREL	1	0.114583	0.318795	0	1.000000
	0	0.086224	0.280834	0	1.000000
	Total	0.096530	0.295410	0	1.000000
BLACK_MILPROM	1	0.052083	0.222388	0	1.000000
	0	0.020813	0.142828	0	1.000000
	Total	0.032177	0.176525	0	1.000000
BLACK_MILPAY	1	0.057292	0.232601	0	1.000000
	0	0.018831	0.135994	0	1.000000
	Total	0.032808	0.178189	0	1.000000
BLACK_MILEVAL	1	0.041667	0.200000	0	1.000000
	0	0.010902	0.103893	0	1.000000
	Total	0.022082	0.146997	0	1.000000
BLACK_MILTRNG	1	0.092014	0.289297	0	1.000000
	0	0.044599	0.206523	0	1.000000
	Total	0.061830	0.240922	0	1.000000
BLACK_MILQOL	1	0.036458	0.187591	0	1.000000
	0	0.018831	0.135994	0	1.000000
	Total	0.025237	0.156892	0	1.000000
BLACK_MILJUST	1	0.055556	0.229261	0	1.000000
	0	0.020813	0.142828	0	1.000000
	Total	0.033438	0.179835	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
BLACK_MILFREEHMTDISHTE	1	0.031250	0.174144	0	1.000000
	0	0.009911	0.099108	0	1.000000
	Total	0.017666	0.131774	0	1.000000
BLACK_MILRETHREL	1	0.059028	0.235882	0	1.000000
	0	0.020813	0.142828	0	1.000000
	Total	0.034700	0.183077	0	1.000000
API_MILPROM	1	0.027778	0.164478	0	1.000000
	0	0.019822	0.139456	0	1.000000
	Total	0.022713	0.149034	0	1.000000
API_MILPAY	1	0.017361	0.130726	0	1.000000
	0	0.013875	0.117031	0	1.000000
	Total	0.015142	0.122156	0	1.000000
API_MILEVAL	1	0.032986	0.178755	0	1.000000
	0	0.015857	0.124985	0	1.000000
	Total	0.022082	0.146997	0	1.000000
API_MILTRNG	1	0.046875	0.211555	0	1.000000
	0	0.028741	0.167161	0	1.000000
	Total	0.035331	0.184674	0	1.000000
API_MILQOL	1	0.034722	0.183234	0	1.000000
	0	0.015857	0.124985	0	1.000000
	Total	0.022713	0.149034	0	1.000000
API_MILJUST	1	0.039931	0.195966	0	1.000000
	0	0.018831	0.135994	0	1.000000
	Total	0.026498	0.160663	0	1.000000
API_MILFREEHMTDISHTE	1	0.019097	0.136986	0	1.000000
	0	0.015857	0.124985	0	1.000000
	Total	0.017035	0.129441	0	1.000000
API_MILRETHREL	1	0.038194	0.191832	0	1.000000
	0	0.025768	0.158521	0	1.000000
	Total	0.030284	0.171422	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
NTVAM_MILPROM	1	0.081597	0.273988	0	1.000000
	0	0.047572	0.212964	0	1.000000
	Total	0.059937	0.237445	0	1.000000
NTVAM_MILPAY	1	0.083333	0.276626	0	1.000000
	0	0.048563	0.215059	0	1.000000
	Total	0.061199	0.239770	0	1.000000
NTVAM_MILEVAL	1	0.053819	0.225857	0	1.000000
	0	0.042616	0.202091	0	1.000000
	Total	0.046688	0.211036	0	1.000000
NTVAM_MILTRNG	1	0.135417	0.342465	0	1.000000
	0	0.078295	0.268769	0	1.000000
	Total	0.099054	0.298828	0	1.000000
NTVAM_MILQOL	1	0.076389	0.265850	0	1.000000
	0	0.024777	0.155522	0	1.000000
	Total	0.043533	0.204118	0	1.000000
NTVAM_MILJUST	1	0.085069	0.279227	0	1.000000
	0	0.059465	0.236610	0	1.000000
	Total	0.068770	0.253142	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.065972	0.248449	0	1.000000
	0	0.045590	0.208697	0	1.000000
	Total	0.052997	0.224098	0	1.000000
NTVAM_MILRETHREL	1	0.100694	0.301185	0	1.000000
	0	0.059465	0.236610	0	1.000000
	Total	0.074448	0.262581	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	2079.470	2004.622
SC	2084.838	2251.565
-2 Log L	2077.470	1912.622

R-Square 0.0988 Max-rescaled R-Square 0.1352

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	164.8480	45	<.0001
Score	162.6744	45	<.0001
Wald	143.9793	45	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
Intercept	1	-1.2940	0.1773	53.2806	<.0001
HISP	1	-0.1718	0.2269	0.5733	0.4490
BLACK	1	0.0386	0.3044	0.0161	0.8990
API	1	0.3507	0.2889	1.4742	0.2247
NTVAM	1	0.3965	0.2232	3.1561	0.0756
MARRIED	1	0.7033	0.1160	36.7445	<.0001
MILPROM	1	-0.0373	0.3885	0.0092	0.9236
MILPAY	1	0.6840	0.4594	2.2173	0.1365
MILEVAL	1	-0.2143	0.4655	0.2119	0.6453
MILTRNG	1	-0.3543	0.3292	1.1585	0.2818
MILQOL	1	0.8655	0.4397	3.8739	0.0490
MILJUST	1	0.3917	0.3413	1.3173	0.2511
MILFREEHMTDISHTE	1	-0.1433	0.3964	0.1308	0.7176
MILRETHREL	1	0.1155	0.3557	0.1055	0.7454
HISP_MILPROM	1	0.2775	0.4743	0.3425	0.5584
HISP_MILPAY	1	-0.5115	0.5224	0.9587	0.3275
HISP_MILEVAL	1	0.1164	0.5503	0.0448	0.8324
HISP_MILTRNG	1	0.7874	0.4019	3.8388	0.0501
HISP_MILQOL	1	-0.0968	0.5207	0.0346	0.8525
HISP_MILJUST	1	-0.4686	0.4323	1.1750	0.2784
HISP_MILFREEHMTDISHT	1	0.0357	0.4942	0.0052	0.9424
HISP_MILRETHREL	1	0.1408	0.4508	0.0976	0.7547
BLACK_MILPROM	1	0.1336	0.5623	0.0565	0.8121
BLACK_MILPAY	1	0.00787	0.5929	0.0002	0.9894
BLACK_MILEVAL	1	0.9311	0.6436	2.0926	0.1480
BLACK_MILTRNG	1	0.7608	0.4783	2.5298	0.1117
BLACK_MILQOL	1	-1.2732	0.6225	4.1832	0.0408
BLACK_MILJUST	1	0.1433	0.5118	0.0784	0.7795
BLACK_MILFREEHMTDISH	1	0.5494	0.6337	0.7517	0.3859
BLACK_MILRETHREL	1	0.2535	0.5558	0.2080	0.6483
API_MILPROM	1	-0.1814	0.6246	0.0843	0.7715
API_MILPAY	1	-1.4290	0.7466	3.6639	0.0556
API_MILEVAL	1	0.9616	0.7429	1.6756	0.1955
API_MILTRNG	1	0.7554	0.5213	2.0995	0.1473
API_MILQOL	1	-0.4304	0.6350	0.4594	0.4979
API_MILJUST	1	0.0227	0.6010	0.0014	0.9699
API_MILFREEHMTDISHTE	1	-0.4598	0.6977	0.4342	0.5099
API_MILRETHREL	1	0.1215	0.5803	0.0438	0.8341
NTVAM_MILPROM	1	0.2002	0.5086	0.1549	0.6939
NTVAM_MILPAY	1	-0.5177	0.5439	0.9059	0.3412
NTVAM_MILEVAL	1	-0.4984	0.5817	0.7341	0.3916
NTVAM_MILTRNG	1	0.6956	0.4161	2.7945	0.0946
NTVAM_MILQOL	1	0.1878	0.5527	0.1155	0.7339
NTVAM_MILJUST	1	-0.6239	0.4549	1.8808	0.1702
NTVAM_MILFREEHMTDISH	1	0.0405	0.5231	0.0060	0.9383
NTVAM_MILRETHREL	1	0.2658	0.4832	0.3026	0.5823

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.842	0.540	1.314
BLACK	1.039	0.572	1.887
API	1.420	0.806	2.502
NTVAM	1.487	0.960	2.303
MARRIED	2.020	1.609	2.536
MILPROM	0.963	0.450	2.063
MILPAY	1.982	0.805	4.876
MILEVAL	0.807	0.324	2.010
MILTRNG	0.702	0.368	1.338
MILQOL	2.376	1.004	5.625
MILJUST	1.480	0.758	2.888
MILFREEHMTDISHTE	0.866	0.398	1.884
MILRETHREL	1.122	0.559	2.254
HISP_MILPROM	1.320	0.521	3.344
HISP_MILPAY	0.600	0.215	1.669
HISP_MILEVAL	1.123	0.382	3.303
HISP_MILTRNG	2.198	1.000	4.831
HISP_MILQOL	0.908	0.327	2.519
HISP_MILJUST	0.626	0.268	1.460
HISP_MILFREEHMTDISHT	1.036	0.393	2.730
HISP_MILRETHREL	1.151	0.476	2.785
BLACK_MILPROM	1.143	0.380	3.441
BLACK_MILPAY	1.008	0.315	3.222
BLACK_MILEVAL	2.537	0.719	8.958
BLACK_MILTRNG	2.140	0.838	5.464
BLACK_MILQOL	0.280	0.083	0.948
BLACK_MILJUST	1.154	0.423	3.147
BLACK_MILFREEHMTDISH	1.732	0.500	5.998
BLACK_MILRETHREL	1.289	0.434	3.830
API_MILPROM	0.834	0.245	2.837
API_MILPAY	0.240	0.055	1.035
API_MILEVAL	2.616	0.610	11.220
API_MILTRNG	2.128	0.766	5.913
API_MILQOL	0.650	0.187	2.257
API_MILJUST	1.023	0.315	3.322
API_MILFREEHMTDISHTE	0.631	0.161	2.479
API_MILRETHREL	1.129	0.362	3.521
NTVAM_MILPROM	1.222	0.451	3.310
NTVAM_MILPAY	0.596	0.205	1.730
NTVAM_MILEVAL	0.608	0.194	1.900
NTVAM_MILTRNG	2.005	0.887	4.532
NTVAM_MILQOL	1.207	0.408	3.565
NTVAM_MILJUST	0.536	0.220	1.307
NTVAM_MILFREEHMTDISH	1.041	0.374	2.903
NTVAM_MILRETHREL	1.305	0.506	3.363

Association of Predicted Probabilities and Observed Responses

Percent Concordant	67.5	Somers' D	0.370
Percent Discordant	30.5	Gamma	0.378
Percent Tied	1.9	Tau-a	0.171
Pairs	581184	c	0.685

LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	14.4973	8	0.0697
Test 2	6.2109	8	0.6236
Test 3	11.7924	8	0.1607
Test 4	6.7243	8	0.5666
Test 5	5.9828	8	0.6492

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.260	474	350	659	102	52.0	82.3	34.7	58.2	22.6
0.280	448	384	625	128	52.5	77.8	38.1	58.2	25.0
0.300	391	530	479	185	58.1	67.9	52.5	55.1	25.9
0.320	362	598	411	214	60.6	62.8	59.3	53.2	26.4
0.340	345	614	395	231	60.5	59.9	60.9	53.4	27.3
0.360	302	664	345	274	60.9	52.4	65.8	53.3	29.2
0.380	283	715	294	293	63.0	49.1	70.9	51.0	29.1
0.400	269	745	264	307	64.0	46.7	73.8	49.5	29.2
0.420	260	765	244	316	64.7	45.1	75.8	48.4	29.2

Matching the calculation ((576/1585)=.36341), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 61% of the time.

Partial Effects LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	1585
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	576
2	0	1009

NOTE: 175 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	2079.470	2004.622
SC	2084.838	2251.565
-2 Log L	2077.470	1912.622

R-Square 0.0988 Max-rescaled R-Square 0.1352

Partial Effects LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	164.8480	45	<.0001
Score	162.6744	45	<.0001
Wald	143.9793	45	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-1.2940	0.1773	53.2806	<.0001
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API	1	0.3507	0.2889	1.4742	0.2247
NTVAM	1	0.3965	0.2232	3.1561	0.0756
MARRIED	1	0.7033	0.1160	36.7445	<.0001
MILPROM	1	-0.0373	0.3885	0.0092	0.9236
MILPAY	1	0.6840	0.4594	2.2173	0.1365
MILEVAL	1	-0.2143	0.4655	0.2119	0.6453
MILTRNG	1	-0.3543	0.3292	1.1585	0.2818
MILQOL	1	0.8655	0.4397	3.8739	0.0490
MILJUST	1	0.3917	0.3413	1.3173	0.2511
MILFREEHMTDISHTE	1	-0.1433	0.3964	0.1308	0.7176
MILRETHREL	1	0.1155	0.3557	0.1055	0.7454
HISP_MILPROM	1	0.2775	0.4743	0.3425	0.5584
HISP_MILPAY	1	-0.5115	0.5224	0.9587	0.3275
HISP_MILEVAL	1	0.1164	0.5503	0.0448	0.8324
HISP_MILTRNG	1	0.7874	0.4019	3.8388	0.0501
HISP_MILQOL	1	-0.0968	0.5207	0.0346	0.8525
HISP_MILJUST	1	-0.4686	0.4323	1.1750	0.2784
HISP_MILFREEHMTDISHT	1	0.0357	0.4942	0.0052	0.9424
HISP_MILRETHREL	1	0.1408	0.4508	0.0976	0.7547
BLACK_MILPROM	1	0.1336	0.5623	0.0565	0.8121
BLACK_MILPAY	1	0.00787	0.5929	0.0002	0.9894
BLACK_MILEVAL	1	0.9311	0.6436	2.0926	0.1480
BLACK_MILTRNG	1	0.7608	0.4783	2.5298	0.1117
BLACK_MILQOL	1	-1.2732	0.6225	4.1832	0.0408
BLACK_MILJUST	1	0.1433	0.5118	0.0784	0.7795
BLACK_MILFREEHMTDISH	1	0.5494	0.6337	0.7517	0.3859
BLACK_MILRETHREL	1	0.2535	0.5558	0.2080	0.6483
API_MILPROM	1	-0.1814	0.6246	0.0843	0.7715
API_MILPAY	1	-1.4290	0.7466	3.6639	0.0556
API_MILEVAL	1	0.9616	0.7429	1.6756	0.1955
API_MILTRNG	1	0.7554	0.5213	2.0995	0.1473
API_MILQOL	1	-0.4304	0.6350	0.4594	0.4979
API_MILJUST	1	0.0227	0.6010	0.0014	0.9699
API_MILFREEHMTDISHTE	1	-0.4598	0.6977	0.4342	0.5099
API_MILRETHREL	1	0.1215	0.5803	0.0438	0.8341
NTVAM_MILPROM	1	0.2002	0.5086	0.1549	0.6939
NTVAM_MILPAY	1	-0.5177	0.5439	0.9059	0.3412
NTVAM_MILEVAL	1	-0.4984	0.5817	0.7341	0.3916
NTVAM_MILTRNG	1	0.6956	0.4161	2.7945	0.0946
NTVAM_MILQOL	1	0.1878	0.5527	0.1155	0.7339
NTVAM_MILJUST	1	-0.6239	0.4549	1.8808	0.1702
NTVAM_MILFREEHMTDISH	1	0.0405	0.5231	0.0060	0.9383
NTVAM_MILRETHREL	1	0.2658	0.4832	0.3026	0.5823

Partial Effects LOGISTIC REGRESSION W/ ENLISTED MALE E1_E4 RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
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BLACK	1.039	0.572	1.887
API	1.420	0.806	2.502
NTVAM	1.487	0.960	2.303
MARRIED	2.020	1.609	2.536
MILPROM	0.963	0.450	2.063
MILPAY	1.982	0.805	4.876
MILEVAL	0.807	0.324	2.010
MILTRNG	0.702	0.368	1.338
MILQOL	2.376	1.004	5.625
MILJUST	1.480	0.758	2.888
MILFREEHMTDISHTE	0.866	0.398	1.884
MILRETHREL	1.122	0.559	2.254
HISP_MILPROM	1.320	0.521	3.344
HISP_MILPAY	0.600	0.215	1.669
HISP_MILEVAL	1.123	0.382	3.303
HISP_MILTRNG	2.198	1.000	4.831
HISP_MILQOL	0.908	0.327	2.519
HISP_MILJUST	0.626	0.268	1.460
HISP_MILFREEHMTDISHT	1.036	0.393	2.730
HISP_MILRETHREL	1.151	0.476	2.785
BLACK_MILPROM	1.143	0.380	3.441
BLACK_MILPAY	1.008	0.315	3.222
BLACK_MILEVAL	2.537	0.719	8.958
BLACK_MILTRNG	2.140	0.838	5.464
BLACK_MILQOL	0.280	0.083	0.948
BLACK_MILJUST	1.154	0.423	3.147
BLACK_MILFREEHMTDISH	1.732	0.500	5.998
BLACK_MILRETHREL	1.289	0.434	3.830
API_MILPROM	0.834	0.245	2.837
API_MILPAY	0.240	0.055	1.035
API_MILEVAL	2.616	0.610	11.220
API_MILTRNG	2.128	0.766	5.913
API_MILQOL	0.650	0.187	2.257
API_MILJUST	1.023	0.315	3.322
API_MILFREEHMTDISHTE	0.631	0.161	2.479
API_MILRETHREL	1.129	0.362	3.521
NTVAM_MILPROM	1.222	0.451	3.310
NTVAM_MILPAY	0.596	0.205	1.730
NTVAM_MILEVAL	0.608	0.194	1.900
NTVAM_MILTRNG	2.005	0.887	4.532
NTVAM_MILQOL	1.207	0.408	3.565
NTVAM_MILJUST	0.536	0.220	1.307
NTVAM_MILFREEHMTDISH	1.041	0.374	2.903
NTVAM_MILRETHREL	1.305	0.506	3.363

Association of Predicted Probabilities and Observed Responses

Percent Concordant	67.5	Somers' D	0.370
Percent Discordant	30.5	Gamma	0.378
Percent Tied	1.9	Tau-a	0.171
Pairs	581184	c	0.685

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0	0	1	0
12	0	0	0	0	0	0	0	0	0	0	1
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	1	0	0	0	0	0	0	0
14	0	1	0	0	0	0	0	0
15	0	0	1	0	0	0	0	0
16	0	0	0	1	0	0	0	0
17	0	0	0	0	1	0	0	0
18	0	0	0	0	0	1	0	0
19	0	0	0	0	0	0	1	0
20	0	0	0	0	0	0	0	1
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0
22	0	1	0	0	0	0	0	0
23	0	0	1	0	0	0	0	0
24	0	0	0	1	0	0	0	0
25	0	0	0	0	1	0	0	0
26	0	0	0	0	0	1	0	0
27	0	0	0	0	0	0	1	0
28	0	0	0	0	0	0	0	1
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	1	0	0	0	0	0	0	0
30	0	1	0	0	0	0	0	0
31	0	0	1	0	0	0	0	0
32	0	0	0	1	0	0	0	0
33	0	0	0	0	1	0	0	0
34	0	0	0	0	0	1	0	0
35	0	0	0	0	0	0	1	0
36	0	0	0	0	0	0	0	1
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	1	0	0	0	0	0	0
38	0	1	0	0	0	0	0
39	0	0	1	0	0	0	0
40	0	0	0	1	0	0	0
41	0	0	0	0	1	0	0
42	0	0	0	0	0	1	0
43	0	0	0	0	0	0	1
44	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0

Male E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.21517	-0.00000	BASE
2	0	0	0	0.18757	-0.02760	HISP
3	0	0	0	0.22176	0.00659	BLACK
4	0	0	0	0.28023	0.06506	API
5	0	0	0	0.28956	0.07439	NTVAM
6	0	0	0	0.35646	0.14129	MARRIED
7	0	0	0	0.20894	-0.00623	MILPROM
8	0	0	0	0.35206	0.13689	MILPAY
9	0	0	0	0.18119	-0.03398	MILEVAL
10	0	0	0	0.16133	-0.05384	MILTRNG
11	0	0	0	0.39446	0.17929	MILQOL
12	0	0	0	0.28858	0.07341	MILJUST
13	0	0	0	0.19195	-0.02322	MILFREEHMTDISHTE
14	0	0	0	0.23531	0.02014	MILRETHREL
15	0	0	0	0.26571	0.05054	HISP_MILPROM
16	0	0	0	0.14117	-0.07400	HISP_MILPAY
17	0	0	0	0.23548	0.02031	HISP_MILEVAL
18	0	0	0	0.37599	0.16082	HISP_MILTRNG
19	0	0	0	0.19927	-0.01590	HISP_MILQOL
20	0	0	0	0.14646	-0.06871	HISP_MILJUST
21	0	0	0	0.22126	0.00609	HISP_MILFREEHMTDISHTE
22	0	0	0	0.23991	0.02474	HISP_MILRETHREL
23	0	0	0	0.23859	0.02342	BLACK_MILPROM
24	0	0	0	0.21650	0.00133	BLACK_MILPAY
25	0	0	0	0.41024	0.19507	BLACK_MILEVAL
26	0	0	0	0.36976	0.15459	BLACK_MILTRNG
27	0	0	0	0.07128	-0.14389	BLACK_MILQOL
28	0	0	0	0.24035	0.02518	BLACK_MILJUST
29	0	0	0	0.32199	0.10682	BLACK_MILFREEHMTDISHTE
30	0	0	0	0.26104	0.04587	BLACK_MILRETHREL
31	0	0	0	0.18612	-0.02905	API_MILPROM
32	0	0	0	0.06163	-0.15354	API_MILPAY
33	0	0	0	0.41765	0.20248	API_MILEVAL
34	0	0	0	0.36849	0.15332	API_MILTRNG
35	0	0	0	0.15130	-0.06387	API_MILQOL
36	0	0	0	0.21902	0.00385	API_MILJUST
37	0	0	0	0.14757	-0.06760	API_MILFREEHMTDISHTE
38	0	0	0	0.23640	0.02123	API_MILRETHREL
39	0	0	0	0.25089	0.03572	NTVAM_MILPROM
40	0	0	0	0.14043	-0.07474	NTVAM_MILPAY
41	0	0	0	0.14278	-0.07239	NTVAM_MILEVAL
42	0	0	0	0.35469	0.13952	NTVAM_MILTRNG
43	0	0	0	0.24858	0.03341	NTVAM_MILQOL
44	1	0	0	0.12809	-0.08708	NTVAM_MILJUST
45	0	1	0	0.22209	0.00692	NTVAM_MILFREEHMTDISHTE
46	0	0	1	0.26343	0.04826	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2836
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	1981
2	0	855

NOTE: 198 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP	1	0.149924	0.357087	0	1.000000
	0	0.173099	0.378555	0	1.000000
	Total	0.156911	0.363781	0	1.000000
BLACK	1	0.148915	0.356094	0	1.000000
	0	0.178947	0.383533	0	1.000000
	Total	0.157969	0.364776	0	1.000000
API	1	0.082282	0.274863	0	1.000000
	0	0.095906	0.294635	0	1.000000
	Total	0.086389	0.280988	0	1.000000
NTVAM	1	0.331146	0.470744	0	1.000000
	0	0.245614	0.430703	0	1.000000
	Total	0.305360	0.460641	0	1.000000
MARRIED	1	0.811206	0.391443	0	1.000000
	0	0.753216	0.431392	0	1.000000
	Total	0.793724	0.404703	0	1.000000
MILPROM	1	0.328117	0.469646	0	1.000000
	0	0.249123	0.432758	0	1.000000
	Total	0.304302	0.460192	0	1.000000
MILPAY	1	0.244321	0.429792	0	1.000000
	0	0.182456	0.386446	0	1.000000
	Total	0.225670	0.418096	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILEVAL	1	0.259970	0.438728	0	1.000000
	0	0.163743	0.370259	0	1.000000
	Total	0.230959	0.421521	0	1.000000
MILTRNG	1	0.490156	0.500029	0	1.000000
	0	0.364912	0.481687	0	1.000000
	Total	0.452398	0.497817	0	1.000000
MILQOL	1	0.267542	0.442789	0	1.000000
	0	0.157895	0.364856	0	1.000000
	Total	0.234485	0.423751	0	1.000000
MILJUST	1	0.259465	0.438452	0	1.000000
	0	0.203509	0.402843	0	1.000000
	Total	0.242595	0.428728	0	1.000000
MILFREEHMTDISHTE	1	0.331146	0.470744	0	1.000000
	0	0.246784	0.431392	0	1.000000
	Total	0.305712	0.460790	0	1.000000
MILRETHREL	1	0.448763	0.497493	0	1.000000
	0	0.388304	0.487650	0	1.000000
	Total	0.430536	0.495239	0	1.000000
HISP_MILPROM	1	0.053004	0.224097	0	1.000000
	0	0.053801	0.225757	0	1.000000
	Total	0.053244	0.224559	0	1.000000
HISP_MILPAY	1	0.040888	0.198082	0	1.000000
	0	0.044444	0.206201	0	1.000000
	Total	0.041961	0.200534	0	1.000000
HISP_MILEVAL	1	0.043917	0.204963	0	1.000000
	0	0.031579	0.174979	0	1.000000
	Total	0.040197	0.196457	0	1.000000
HISP_MILTRNG	1	0.078243	0.268622	0	1.000000
	0	0.063158	0.243389	0	1.000000
	Total	0.073695	0.261321	0	1.000000
HISP_MILQOL	1	0.045432	0.208301	0	1.000000
	0	0.030409	0.171811	0	1.000000
	Total	0.040903	0.198100	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILJUST	1	0.038869	0.193332	0	1.000000
	0	0.042105	0.200947	0	1.000000
	Total	0.039845	0.195629	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.052499	0.223087	0	1.000000
	0	0.045614	0.208769	0	1.000000
	Total	0.050423	0.218855	0	1.000000
HISP_MILRETHREL	1	0.066633	0.249448	0	1.000000
	0	0.071345	0.257551	0	1.000000
	Total	0.068054	0.251882	0	1.000000
BLACK_MILPROM	1	0.067138	0.250324	0	1.000000
	0	0.061988	0.241275	0	1.000000
	Total	0.065585	0.247600	0	1.000000
BLACK_MILPAY	1	0.054013	0.226101	0	1.000000
	0	0.047953	0.213792	0	1.000000
	Total	0.052186	0.222442	0	1.000000
BLACK_MILEVAL	1	0.040888	0.198082	0	1.000000
	0	0.035088	0.184109	0	1.000000
	Total	0.039140	0.193961	0	1.000000
BLACK_MILTRNG	1	0.093892	0.291752	0	1.000000
	0	0.098246	0.297821	0	1.000000
	Total	0.095205	0.293549	0	1.000000
BLACK_MILQOL	1	0.047956	0.213726	0	1.000000
	0	0.042105	0.200947	0	1.000000
	Total	0.046192	0.209937	0	1.000000
BLACK_MILJUST	1	0.044927	0.207196	0	1.000000
	0	0.033918	0.181124	0	1.000000
	Total	0.041608	0.199727	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.033821	0.180815	0	1.000000
	0	0.043275	0.203594	0	1.000000
	Total	0.036671	0.187987	0	1.000000
BLACK_MILRETHREL	1	0.062595	0.242294	0	1.000000
	0	0.064327	0.245479	0	1.000000
	Total	0.063117	0.243216	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
API_MILPROM	1	0.029278	0.168628	0	1.000000
	0	0.023392	0.151233	0	1.000000
	Total	0.027504	0.163574	0	1.000000
API_MILPAY	1	0.019687	0.138958	0	1.000000
	0	0.019883	0.139680	0	1.000000
	Total	0.019746	0.139151	0	1.000000
API_MILEVAL	1	0.021201	0.144092	0	1.000000
	0	0.019883	0.139680	0	1.000000
	Total	0.020804	0.142753	0	1.000000
API_MILTRNG	1	0.036850	0.188441	0	1.000000
	0	0.040936	0.198257	0	1.000000
	Total	0.038082	0.191428	0	1.000000
API_MILQOL	1	0.021706	0.145759	0	1.000000
	0	0.021053	0.143644	0	1.000000
	Total	0.021509	0.145100	0	1.000000
API_MILJUST	1	0.018173	0.133609	0	1.000000
	0	0.021053	0.143644	0	1.000000
	Total	0.019041	0.136693	0	1.000000
API_MILFREEHMTDISHTE	1	0.028773	0.167211	0	1.000000
	0	0.029240	0.168577	0	1.000000
	Total	0.028914	0.167594	0	1.000000
API_MILRETHREL	1	0.039879	0.195724	0	1.000000
	0	0.049123	0.216251	0	1.000000
	Total	0.042666	0.202138	0	1.000000
NTVAM_MILPROM	1	0.097930	0.297295	0	1.000000
	0	0.044444	0.206201	0	1.000000
	Total	0.081805	0.274116	0	1.000000
NTVAM_MILPAY	1	0.081777	0.274094	0	1.000000
	0	0.036257	0.187039	0	1.000000
	Total	0.068054	0.251882	0	1.000000
NTVAM_MILEVAL	1	0.083796	0.277152	0	1.000000
	0	0.030409	0.171811	0	1.000000
	Total	0.067701	0.251276	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
NTVAM_MILTRNG	1	0.155477	0.362450	0	1.000000
	0	0.073684	0.261409	0	1.000000
	Total	0.130818	0.337261	0	1.000000
NTVAM_MILQOL	1	0.099950	0.300008	0	1.000000
	0	0.033918	0.181124	0	1.000000
	Total	0.080042	0.271407	0	1.000000
NTVAM_MILJUST	1	0.088339	0.283859	0	1.000000
	0	0.045614	0.208769	0	1.000000
	Total	0.075458	0.264176	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.107017	0.309212	0	1.000000
	0	0.047953	0.213792	0	1.000000
	Total	0.089210	0.285097	0	1.000000
NTVAM_MILRETHREL	1	0.126199	0.332157	0	1.000000
	0	0.069006	0.253612	0	1.000000
	Total	0.108956	0.311639	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	3473.910	3426.803
SC	3479.860	3700.510
-2 Log L	3471.910	3334.803

R-Square 0.0472 Max-rescaled R-Square 0.0668

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	137.1066	45	<.0001
Score	128.8542	45	<.0001
Wald	120.1399	45	<.0001

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
Intercept	1	0.2451	0.1382	3.1458	0.0761
HISP	1	-0.0236	0.1892	0.0156	0.9005
BLACK	1	-0.1385	0.2023	0.4687	0.4936
API	1	0.2184	0.2365	0.8528	0.3557
NTVAM	1	0.3091	0.1537	4.0450	0.0443
MARRIED	1	0.2747	0.1018	7.2838	0.0070
MILPROM	1	-0.1391	0.2313	0.3618	0.5475
MILPAY	1	0.0465	0.2755	0.0285	0.8660
MILEVAL	1	0.2387	0.2542	0.8815	0.3478
MILTRNG	1	0.4669	0.1843	6.4190	0.0113
MILQOL	1	0.3733	0.2818	1.7553	0.1852
MILJUST	1	-0.1890	0.2147	0.7747	0.3788
MILFREEHMTDISHTE	1	0.3485	0.2156	2.6132	0.1060
MILRETHREL	1	0.00823	0.1992	0.0017	0.9670
HISP_MILPROM	1	-0.0564	0.3674	0.0236	0.8779
HISP_MILPAY	1	-0.4312	0.3889	1.2298	0.2675
HISP_MILEVAL	1	0.2787	0.4009	0.4834	0.4869
HISP_MILTRNG	1	0.0846	0.3152	0.0720	0.7884
HISP_MILQOL	1	0.1784	0.4080	0.1912	0.6619
HISP_MILJUST	1	-0.0707	0.3466	0.0416	0.8384
HISP_MILFREEHMTDISHT	1	0.00395	0.3586	0.0001	0.9912
HISP_MILRETHREL	1	-0.2720	0.3387	0.6450	0.4219
BLACK_MILPROM	1	0.3577	0.3473	1.0607	0.3031
BLACK_MILPAY	1	0.2464	0.3669	0.4507	0.5020
BLACK_MILEVAL	1	-0.0850	0.3890	0.0478	0.8270
BLACK_MILTRNG	1	-0.3467	0.2917	1.4133	0.2345
BLACK_MILQOL	1	-0.2318	0.3764	0.3793	0.5380
BLACK_MILJUST	1	0.7450	0.3487	4.5663	0.0326
BLACK_MILFREEHMTDISH	1	-0.9098	0.3661	6.1757	0.0130
BLACK_MILRETHREL	1	0.0723	0.3372	0.0460	0.8302
API_MILPROM	1	0.8990	0.4674	3.6995	0.0544
API_MILPAY	1	-0.2636	0.5112	0.2659	0.6061
API_MILEVAL	1	-0.1125	0.4990	0.0508	0.8217
API_MILTRNG	1	-0.6049	0.3739	2.6171	0.1057
API_MILQOL	1	-0.0146	0.4755	0.0009	0.9754
API_MILJUST	1	-0.1054	0.4434	0.0565	0.8121
API_MILFREEHMTDISHTE	1	-0.00789	0.4454	0.0003	0.9859
API_MILRETHREL	1	-0.5538	0.4132	1.7966	0.1801
NTVAM_MILPROM	1	0.2682	0.3403	0.6210	0.4307
NTVAM_MILPAY	1	0.00428	0.3742	0.0001	0.9909
NTVAM_MILEVAL	1	0.1139	0.3810	0.0894	0.7649
NTVAM_MILTRNG	1	-0.1364	0.2747	0.2464	0.6196
NTVAM_MILQOL	1	0.3526	0.3798	0.8618	0.3532
NTVAM_MILJUST	1	-0.0242	0.3267	0.0055	0.9411
NTVAM_MILFREEHMTDISH	1	0.0948	0.3393	0.0781	0.7798
NTVAM_MILRETHREL	1	-0.2748	0.3133	0.7694	0.3804

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.977	0.674	1.415
BLACK	0.871	0.586	1.294
API	1.244	0.783	1.978
NTVAM	1.362	1.008	1.841
MARRIED	1.316	1.078	1.607
MILPROM	0.870	0.553	1.369
MILPAY	1.048	0.611	1.798
MILEVAL	1.270	0.771	2.090
MILTRNG	1.595	1.111	2.289
MILQOL	1.453	0.836	2.523
MILJUST	0.828	0.543	1.261
MILFREEHMTDISHTE	1.417	0.929	2.162
MILRETHREL	1.008	0.682	1.490
HISP_MILPROM	0.945	0.460	1.942
HISP_MILPAY	0.650	0.303	1.392
HISP_MILEVAL	1.321	0.602	2.899
HISP_MILTRNG	1.088	0.587	2.019
HISP_MILQOL	1.195	0.537	2.660
HISP_MILJUST	0.932	0.472	1.838
HISP_MILFREEHMTDISHT	1.004	0.497	2.027
HISP_MILRETHREL	0.762	0.392	1.480
BLACK_MILPROM	1.430	0.724	2.824
BLACK_MILPAY	1.279	0.623	2.626
BLACK_MILEVAL	0.918	0.429	1.969
BLACK_MILTRNG	0.707	0.399	1.252
BLACK_MILQOL	0.793	0.379	1.658
BLACK_MILJUST	2.107	1.064	4.172
BLACK_MILFREEHMTDISH	0.403	0.196	0.825
BLACK_MILRETHREL	1.075	0.555	2.082
API_MILPROM	2.457	0.983	6.142
API_MILPAY	0.768	0.282	2.092
API_MILEVAL	0.894	0.336	2.377
API_MILTRNG	0.546	0.262	1.136
API_MILQOL	0.985	0.388	2.503
API_MILJUST	0.900	0.377	2.146
API_MILFREEHMTDISHTE	0.992	0.414	2.375
API_MILRETHREL	0.575	0.256	1.292
NTVAM_MILPROM	1.308	0.671	2.548
NTVAM_MILPAY	1.004	0.482	2.091
NTVAM_MILEVAL	1.121	0.531	2.365
NTVAM_MILTRNG	0.873	0.509	1.495
NTVAM_MILQOL	1.423	0.676	2.995
NTVAM_MILJUST	0.976	0.515	1.852
NTVAM_MILFREEHMTDISH	1.099	0.565	2.138
NTVAM_MILRETHREL	0.760	0.411	1.404

Association of Predicted Probabilities and Observed Responses

Percent Concordant	61.8	Somers' D	0.259
Percent Discordant	35.9	Gamma	0.265
Percent Tied	2.4	Tau-a	0.109
Pairs	1693755	c	0.629

LOGISTIC REGRESSION W/ ENLISTED MALE E5_E9 RESPONDENTS

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	23.5691	8	0.0027
Test 2	2.5932	8	0.9572
Test 3	12.3104	8	0.1379
Test 4	8.7905	8	0.3603
Test 5	2.8451	8	0.9437

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.560	1837	65	790	144	67.1	92.7	7.6	30.1	68.9
0.580	1802	112	743	179	67.5	91.0	13.1	29.2	61.5
0.600	1734	154	701	247	66.6	87.5	18.0	28.8	61.6
0.620	1633	173	682	348	63.7	82.4	20.2	29.5	66.8
0.640	1358	360	495	623	60.6	68.6	42.1	26.7	63.4
0.660	1295	399	456	686	59.7	65.4	46.7	26.0	63.2
0.680	1187	431	424	794	57.1	59.9	50.4	26.3	64.8
0.700	947	553	302	1034	52.9	47.8	64.7	24.2	65.2
0.720	834	611	244	1147	51.0	42.1	71.5	22.6	65.2
0.740	713	654	201	1268	48.2	36.0	76.5	22.0	66.0
0.760	596	695	160	1385	45.5	30.1	81.3	21.2	66.6

Matching the calculation ((1981/2836)=.69852), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 53% of the time.

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2836
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	1981
2	0	855

NOTE: 244 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	3473.910	3426.803
SC	3479.860	3700.510
-2 Log L	3471.910	3334.803

R-Square 0.0472 Max-rescaled R-Square 0.0668

Partial Effects LOGIT W/ ENLISTED MALE E5_E9 RESPONDENTS

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	137.1066	45	<.0001
Score	128.8542	45	<.0001
Wald	120.1399	45	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	0.2451	0.1382	3.1458	0.0761
HISP	1	-0.0236	0.1892	0.0156	0.9005
BLACK	1	-0.1385	0.2023	0.4687	0.4936
API	1	0.2184	0.2365	0.8528	0.3557
NTVAM	1	0.3091	0.1537	4.0450	0.0443
MARRIED	1	0.2747	0.1018	7.2838	0.0070
MILPROM	1	-0.1391	0.2313	0.3618	0.5475
MILPAY	1	0.0465	0.2755	0.0285	0.8660
MILEVAL	1	0.2387	0.2542	0.8815	0.3478
MILTRNG	1	0.4669	0.1843	6.4190	0.0113
MILQOL	1	0.3733	0.2818	1.7553	0.1852
MILJUST	1	-0.1890	0.2147	0.7747	0.3788
MILFREEHMTDISHTE	1	0.3485	0.2156	2.6132	0.1060
MILRETHREL	1	0.00823	0.1992	0.0017	0.9670
HISP_MILPROM	1	-0.0564	0.3674	0.0236	0.8779
HISP_MILPAY	1	-0.4312	0.3889	1.2298	0.2675
HISP_MILEVAL	1	0.2787	0.4009	0.4834	0.4869
HISP_MILTRNG	1	0.0846	0.3152	0.0720	0.7884
HISP_MILQOL	1	0.1784	0.4080	0.1912	0.6619
HISP_MILJUST	1	-0.0707	0.3466	0.0416	0.8384
HISP_MILFREEHMTDISHT	1	0.00395	0.3586	0.0001	0.9912
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BLACK_MILJUST	1	0.7450	0.3487	4.5663	0.0326
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API_MILQOL	1	-0.0146	0.4755	0.0009	0.9754
API_MILJUST	1	-0.1054	0.4434	0.0565	0.8121
API_MILFREEHMTDISHTE	1	-0.00789	0.4454	0.0003	0.9859
API_MILRETHREL	1	-0.5538	0.4132	1.7966	0.1801
NTVAM_MILPROM	1	0.2682	0.3403	0.6210	0.4307
NTVAM_MILPAY	1	0.00428	0.3742	0.0001	0.9909
NTVAM_MILEVAL	1	0.1139	0.3810	0.0894	0.7649
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Partial Effects LOGIT W/ ENLISTED MALE E5_E9 RESPONDENTS

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MILQOL	1.453	0.836	2.523
MILJUST	0.828	0.543	1.261
MILFREEHMTDISHTE	1.417	0.929	2.162
MILRETHREL	1.008	0.682	1.490
HISP_MILPROM	0.945	0.460	1.942
HISP_MILPAY	0.650	0.303	1.392
HISP_MILEVAL	1.321	0.602	2.899
HISP_MILTRNG	1.088	0.587	2.019
HISP_MILQOL	1.195	0.537	2.660
HISP_MILJUST	0.932	0.472	1.838
HISP_MILFREEHMTDISHT	1.004	0.497	2.027
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BLACK_MILPROM	1.430	0.724	2.824
BLACK_MILPAY	1.279	0.623	2.626
BLACK_MILEVAL	0.918	0.429	1.969
BLACK_MILTRNG	0.707	0.399	1.252
BLACK_MILQOL	0.793	0.379	1.658
BLACK_MILJUST	2.107	1.064	4.172
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API_MILPROM	2.457	0.983	6.142
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NTVAM_MILTRNG	0.873	0.509	1.495
NTVAM_MILQOL	1.423	0.676	2.995
NTVAM_MILJUST	0.976	0.515	1.852
NTVAM_MILFREEHMTDISH	1.099	0.565	2.138
NTVAM_MILRETHREL	0.760	0.411	1.404

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Percent Concordant	61.8	Somers' D	0.259
Percent Discordant	35.9	Gamma	0.265
Percent Tied	2.4	Tau-a	0.109
Pairs	1693755	c	0.629

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0	0	1	0
12	0	0	0	0	0	0	0	0	0	0	1
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	1	0	0	0	0	0	0	0
14	0	1	0	0	0	0	0	0
15	0	0	1	0	0	0	0	0
16	0	0	0	1	0	0	0	0
17	0	0	0	0	1	0	0	0
18	0	0	0	0	0	1	0	0
19	0	0	0	0	0	0	1	0
20	0	0	0	0	0	0	0	1
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0
22	0	1	0	0	0	0	0	0
23	0	0	1	0	0	0	0	0
24	0	0	0	1	0	0	0	0
25	0	0	0	0	1	0	0	0
26	0	0	0	0	0	1	0	0
27	0	0	0	0	0	0	1	0
28	0	0	0	0	0	0	0	1
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	1	0	0	0	0	0	0	0
30	0	1	0	0	0	0	0	0
31	0	0	1	0	0	0	0	0
32	0	0	0	1	0	0	0	0
33	0	0	0	0	1	0	0	0
34	0	0	0	0	0	1	0	0
35	0	0	0	0	0	0	1	0
36	0	0	0	0	0	0	0	1
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	1	0	0	0	0	0	0
38	0	1	0	0	0	0	0
39	0	0	1	0	0	0	0
40	0	0	0	1	0	0	0
41	0	0	0	0	1	0	0
42	0	0	0	0	0	1	0
43	0	0	0	0	0	0	1
44	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0

Male E5_E9 Table Output w/ Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.56097	-0.00000	BASE
2	0	0	0	0.55514	-0.00583	HISP
3	0	0	0	0.52662	-0.03435	BLACK
4	0	0	0	0.61385	0.05288	API
5	0	0	0	0.63512	0.07415	NTVAM
6	0	0	0	0.62711	0.06614	MARRIED
7	0	0	0	0.52647	-0.03450	MILPROM
8	0	0	0	0.57238	0.01141	MILPAY
9	0	0	0	0.61864	0.05767	MILEVAL
10	0	0	0	0.67084	0.10987	MILTRNG
11	0	0	0	0.64986	0.08889	MILQOL
12	0	0	0	0.51403	-0.04694	MILJUST
13	0	0	0	0.64420	0.08323	MILFREEHMTDISHTE
14	0	0	0	0.56300	0.00203	MILRETHREL
15	0	0	0	0.54703	-0.01394	HISP_MILPROM
16	0	0	0	0.45360	-0.10737	HISP_MILPAY
17	0	0	0	0.62804	0.06707	HISP_MILEVAL
18	0	0	0	0.58168	0.02071	HISP_MILTRNG
19	0	0	0	0.60433	0.04336	HISP_MILQOL
20	0	0	0	0.54350	-0.01747	HISP_MILJUST
21	0	0	0	0.56194	0.00097	HISP_MILFREEHMTDISHTE
22	0	0	0	0.49327	-0.06770	HISP_MILRETHREL
23	0	0	0	0.64628	0.08531	BLACK_MILPROM
24	0	0	0	0.62045	0.05948	BLACK_MILPAY
25	0	0	0	0.53993	-0.02104	BLACK_MILEVAL
26	0	0	0	0.47461	-0.08636	BLACK_MILTRNG
27	0	0	0	0.50332	-0.05765	BLACK_MILQOL
28	0	0	0	0.72911	0.16814	BLACK_MILJUST
29	0	0	0	0.33969	-0.22128	BLACK_MILFREEHMTDISHTE
30	0	0	0	0.57869	0.01772	BLACK_MILRETHREL
31	0	0	0	0.75844	0.19747	API_MILPROM
32	0	0	0	0.49537	-0.06560	API_MILPAY
33	0	0	0	0.53311	-0.02786	API_MILEVAL
34	0	0	0	0.41101	-0.14996	API_MILTRNG
35	0	0	0	0.55736	-0.00361	API_MILQOL
36	0	0	0	0.53486	-0.02611	API_MILJUST
37	0	0	0	0.55903	-0.00194	API_MILFREEHMTDISHTE
38	0	0	0	0.42342	-0.13755	API_MILRETHREL
39	0	0	0	0.62557	0.06460	NTVAM_MILPROM
40	0	0	0	0.56202	0.00105	NTVAM_MILPAY
41	0	0	0	0.58881	0.02784	NTVAM_MILEVAL
42	0	0	0	0.52716	-0.03381	NTVAM_MILTRNG
43	0	0	0	0.64512	0.08415	NTVAM_MILQOL
44	1	0	0	0.55501	-0.00596	NTVAM_MILJUST
45	0	1	0	0.58418	0.02321	NTVAM_MILFREEHMTDISHTE
46	0	0	1	0.49257	-0.06840	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2059
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	381
2	0	1678

NOTE: 75 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP	1	0.220472	0.415110	0	1.000000
	0	0.270560	0.444382	0	1.000000
	Total	0.261292	0.439445	0	1.000000
BLACK	1	0.251969	0.434714	0	1.000000
	0	0.301549	0.459068	0	1.000000
	Total	0.292375	0.454964	0	1.000000
API	1	0.120735	0.326247	0	1.000000
	0	0.122765	0.328265	0	1.000000
	Total	0.122390	0.327815	0	1.000000
NTVAM	1	0.173228	0.378942	0	1.000000
	0	0.150179	0.357353	0	1.000000
	Total	0.154444	0.361462	0	1.000000
MARRIED	1	0.472441	0.499896	0	1.000000
	0	0.083433	0.276618	0	1.000000
	Total	0.155415	0.362388	0	1.000000
E1_E4	1	0.490814	0.500573	0	1.000000
	0	0.154350	0.361392	0	1.000000
	Total	0.216610	0.412035	0	1.000000
MILPROM	1	0.288714	0.453761	0	1.000000
	0	0.042312	0.201361	0	1.000000
	Total	0.087907	0.283228	0	1.000000
MILPAY	1	0.328084	0.470133	0	1.000000
	0	0.057807	0.233448	0	1.000000
	Total	0.107819	0.310227	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILEVAL	1	0.204724	0.404031	0	1.000000
	0	0.027414	0.163334	0	1.000000
	Total	0.060223	0.237958	0	1.000000
MILTRNG	1	0.519685	0.500269	0	1.000000
	0	0.079857	0.271152	0	1.000000
	Total	0.161243	0.367845	0	1.000000
MILQOL	1	0.325459	0.469162	0	1.000000
	0	0.034565	0.182730	0	1.000000
	Total	0.088392	0.283934	0	1.000000
MILJUST	1	0.293963	0.456174	0	1.000000
	0	0.036949	0.188692	0	1.000000
	Total	0.084507	0.278214	0	1.000000
MILFREEHMTDISHTE	1	0.220472	0.415110	0	1.000000
	0	0.028605	0.166745	0	1.000000
	Total	0.064109	0.245006	0	1.000000
MILRETHREL	1	0.333333	0.472024	0	1.000000
	0	0.046484	0.210593	0	1.000000
	Total	0.099563	0.299489	0	1.000000
HISP_MILPROM	1	0.060367	0.238480	0	1.000000
	0	0.014303	0.118771	0	1.000000
	Total	0.022827	0.149387	0	1.000000
HISP_MILPAY	1	0.062992	0.243268	0	1.000000
	0	0.019070	0.136813	0	1.000000
	Total	0.027198	0.162699	0	1.000000
HISP_MILEVAL	1	0.041995	0.200841	0	1.000000
	0	0.009535	0.097210	0	1.000000
	Total	0.015542	0.123723	0	1.000000
HISP_MILTRNG	1	0.123360	0.329282	0	1.000000
	0	0.028010	0.165049	0	1.000000
	Total	0.045653	0.208783	0	1.000000
HISP_MILQOL	1	0.068241	0.252491	0	1.000000
	0	0.011919	0.108554	0	1.000000
	Total	0.022341	0.147826	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILJUST	1	0.052493	0.223313	0	1.000000
	0	0.013707	0.116306	0	1.000000
	Total	0.020884	0.143030	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.047244	0.212440	0	1.000000
	0	0.008939	0.094152	0	1.000000
	Total	0.016027	0.125610	0	1.000000
HISP_MILRETHREL	1	0.065617	0.247937	0	1.000000
	0	0.014303	0.118771	0	1.000000
	Total	0.023798	0.152456	0	1.000000
BLACK_MILPROM	1	0.070866	0.256939	0	1.000000
	0	0.007747	0.087703	0	1.000000
	Total	0.019427	0.138053	0	1.000000
BLACK_MILPAY	1	0.104987	0.306940	0	1.000000
	0	0.014303	0.118771	0	1.000000
	Total	0.031083	0.173584	0	1.000000
BLACK_MILEVAL	1	0.052493	0.223313	0	1.000000
	0	0.002980	0.054522	0	1.000000
	Total	0.012142	0.109546	0	1.000000
BLACK_MILTRNG	1	0.133858	0.340948	0	1.000000
	0	0.017878	0.132549	0	1.000000
	Total	0.039339	0.194449	0	1.000000
BLACK_MILQOL	1	0.083990	0.277737	0	1.000000
	0	0.005959	0.076990	0	1.000000
	Total	0.020398	0.141393	0	1.000000
BLACK_MILJUST	1	0.062992	0.243268	0	1.000000
	0	0.005364	0.073061	0	1.000000
	Total	0.016027	0.125610	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.031496	0.174884	0	1.000000
	0	0.003576	0.059708	0	1.000000
	Total	0.008742	0.093112	0	1.000000
BLACK_MILRETHREL	1	0.062992	0.243268	0	1.000000
	0	0.006555	0.080724	0	1.000000
	Total	0.016999	0.129297	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
API_MILPROM	1	0.034121	0.181778	0	1.000000
	0	0.008343	0.090987	0	1.000000
	Total	0.013113	0.113787	0	1.000000
API_MILPAY	1	0.041995	0.200841	0	1.000000
	0	0.009535	0.097210	0	1.000000
	Total	0.015542	0.123723	0	1.000000
API_MILEVAL	1	0.034121	0.181778	0	1.000000
	0	0.005364	0.073061	0	1.000000
	Total	0.010685	0.102839	0	1.000000
API_MILTRNG	1	0.052493	0.223313	0	1.000000
	0	0.010131	0.100172	0	1.000000
	Total	0.017970	0.132874	0	1.000000
API_MILQOL	1	0.049869	0.217960	0	1.000000
	0	0.006555	0.080724	0	1.000000
	Total	0.014570	0.119854	0	1.000000
API_MILJUST	1	0.034121	0.181778	0	1.000000
	0	0.004768	0.068903	0	1.000000
	Total	0.010199	0.100499	0	1.000000
API_MILFREEHMTDISHTE	1	0.034121	0.181778	0	1.000000
	0	0.002980	0.054522	0	1.000000
	Total	0.008742	0.093112	0	1.000000
API_MILRETHREL	1	0.041995	0.200841	0	1.000000
	0	0.005959	0.076990	0	1.000000
	Total	0.012627	0.111687	0	1.000000
NTVAM_MILPROM	1	0.060367	0.238480	0	1.000000
	0	0.003576	0.059708	0	1.000000
	Total	0.014085	0.117868	0	1.000000
NTVAM_MILPAY	1	0.057743	0.233563	0	1.000000
	0	0.008343	0.090987	0	1.000000
	Total	0.017484	0.131099	0	1.000000
NTVAM_MILEVAL	1	0.034121	0.181778	0	1.000000
	0	0.004768	0.068903	0	1.000000
	Total	0.010199	0.100499	0	1.000000

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
NTVAM_MILTRNG	1	0.102362	0.303523	0	1.000000
	0	0.010131	0.100172	0	1.000000
	Total	0.027198	0.162699	0	1.000000
NTVAM_MILQOL	1	0.060367	0.238480	0	1.000000
	0	0.005364	0.073061	0	1.000000
	Total	0.015542	0.123723	0	1.000000
NTVAM_MILJUST	1	0.065617	0.247937	0	1.000000
	0	0.007747	0.087703	0	1.000000
	Total	0.018456	0.134624	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.047244	0.212440	0	1.000000
	0	0.007151	0.084288	0	1.000000
	Total	0.014570	0.119854	0	1.000000
NTVAM_MILRETHREL	1	0.062992	0.243268	0	1.000000
	0	0.007747	0.087703	0	1.000000
	Total	0.017970	0.132874	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	1974.326	1420.602
SC	1979.956	1685.211
-2 Log L	1972.326	1326.602

R-Square 0.2692 Max-rescaled R-Square 0.4368

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	645.7233	46	<.0001
Score	749.6649	46	<.0001
Wald	426.8018	46	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-2.4169	0.1998	146.2783	<.0001
HISP	1	-0.6031	0.2673	5.0888	0.0241
BLACK	1	-0.4412	0.2600	2.8803	0.0897
API	1	-0.4375	0.3132	1.9512	0.1625
NTVAM	1	-0.2701	0.2912	0.8604	0.3536
MARRIED	1	1.6666	0.1640	103.3033	<.0001
E1_E4	1	0.7461	0.1631	20.9193	<.0001

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
MILPROM	1	0.1878	0.6539	0.0825	0.7740
MILPAY	1	0.3073	0.7226	0.1809	0.6706
MILEVAL	1	-1.1535	0.8513	1.8363	0.1754
MILTRNG	1	0.7146	0.4259	2.8154	0.0934
MILQOL	1	0.2683	0.6804	0.1555	0.6933
MILJUST	1	1.3677	0.5933	5.3149	0.0211
MILFREEHMTDISHTE	1	0.3109	0.6249	0.2476	0.6188
MILRETHREL	1	0.7713	0.4741	2.6470	0.1037
HISP_MILPROM	1	-0.3681	0.8040	0.2096	0.6471
HISP_MILPAY	1	-0.6384	0.8425	0.5741	0.4486
HISP_MILEVAL	1	1.0111	1.0021	1.0181	0.3130
HISP_MILTRNG	1	0.9036	0.5487	2.7114	0.0996
HISP_MILQOL	1	0.8303	0.8069	1.0590	0.3034
HISP_MILJUST	1	-1.3653	0.7492	3.3211	0.0684
HISP_MILFREEHMTDISHT	1	0.1421	0.8674	0.0268	0.8698
HISP_MILRETHREL	1	-0.2501	0.6842	0.1336	0.7147
BLACK_MILPROM	1	-0.0367	0.8439	0.0019	0.9654
BLACK_MILPAY	1	0.5401	0.8650	0.3899	0.5323
BLACK_MILEVAL	1	2.4702	1.1220	4.8475	0.0277
BLACK_MILTRNG	1	-0.1350	0.6118	0.0487	0.8254
BLACK_MILQOL	1	1.4043	0.8304	2.8601	0.0908
BLACK_MILJUST	1	0.2568	0.8213	0.0978	0.7545
BLACK_MILFREEHMTDISH	1	-1.3507	1.0714	1.5893	0.2074
BLACK_MILRETHREL	1	0.0449	0.7328	0.0038	0.9511
API_MILPROM	1	-0.6157	0.9366	0.4322	0.5109
API_MILPAY	1	-0.6579	0.9932	0.4388	0.5077
API_MILEVAL	1	1.6956	1.2126	1.9552	0.1620
API_MILTRNG	1	-0.1207	0.7995	0.0228	0.8800
API_MILQOL	1	1.3477	0.9308	2.0965	0.1476
API_MILJUST	1	-1.3195	1.0411	1.6061	0.2050
API_MILFREEHMTDISHTE	1	0.9122	1.0155	0.8069	0.3690
API_MILRETHREL	1	-0.1876	0.8411	0.0498	0.8235
NTVAM_MILPROM	1	0.7298	0.9629	0.5744	0.4485
NTVAM_MILPAY	1	-1.1081	0.9589	1.3353	0.2479
NTVAM_MILEVAL	1	0.2852	1.2003	0.0565	0.8122
NTVAM_MILTRNG	1	1.1589	0.6794	2.9100	0.0880
NTVAM_MILQOL	1	0.6430	0.9274	0.4808	0.4881
NTVAM_MILJUST	1	-1.3047	0.8871	2.1628	0.1414
NTVAM_MILFREEHMTDISH	1	-0.8945	0.9873	0.8208	0.3649
NTVAM_MILRETHREL	1	0.2862	0.9002	0.1011	0.7505

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.547	0.324	0.924
BLACK	0.643	0.386	1.071
API	0.646	0.349	1.193
NTVAM	0.763	0.431	1.351
MARRIED	5.294	3.839	7.301
E1_E4	2.109	1.532	2.903
MILPROM	1.207	0.335	4.347
MILPAY	1.360	0.330	5.605

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
MILEVAL	0.316	0.059	1.673
MILTRNG	2.043	0.887	4.708
MILQOL	1.308	0.345	4.963
MILJUST	3.926	1.227	12.560
MILFREEHMTDISHTE	1.365	0.401	4.644
MILRETHREL	2.163	0.854	5.477
HISP_MILPROM	0.692	0.143	3.346
HISP_MILPAY	0.528	0.101	2.754
HISP_MILEVAL	2.749	0.386	19.593
HISP_MILTRNG	2.468	0.842	7.236
HISP_MILQOL	2.294	0.472	11.153
HISP_MILJUST	0.255	0.059	1.109
HISP_MILFREEHMTDISHT	1.153	0.211	6.310
HISP_MILRETHREL	0.779	0.204	2.977
BLACK_MILPROM	0.964	0.184	5.040
BLACK_MILPAY	1.716	0.315	9.351
BLACK_MILEVAL	11.825	1.312	106.616
BLACK_MILTRNG	0.874	0.263	2.898
BLACK_MILQOL	4.073	0.800	20.734
BLACK_MILJUST	1.293	0.258	6.466
BLACK_MILFREEHMTDISH	0.259	0.032	2.115
BLACK_MILRETHREL	1.046	0.249	4.399
API_MILPROM	0.540	0.086	3.387
API_MILPAY	0.518	0.074	3.628
API_MILEVAL	5.450	0.506	58.691
API_MILTRNG	0.886	0.185	4.248
API_MILQOL	3.849	0.621	23.854
API_MILJUST	0.267	0.035	2.057
API_MILFREEHMTDISHTE	2.490	0.340	18.220
API_MILRETHREL	0.829	0.159	4.310
NTVAM_MILPROM	2.075	0.314	13.697
NTVAM_MILPAY	0.330	0.050	2.163
NTVAM_MILEVAL	1.330	0.127	13.981
NTVAM_MILTRNG	3.187	0.841	12.067
NTVAM_MILQOL	1.902	0.309	11.712
NTVAM_MILJUST	0.271	0.048	1.544
NTVAM_MILFREEHMTDISH	0.409	0.059	2.831
NTVAM_MILRETHREL	1.331	0.228	7.772

Association of Predicted Probabilities and Observed Responses

Percent Concordant	89.0	Somers' D	0.795
Percent Discordant	9.5	Gamma	0.808
Percent Tied	1.5	Tau-a	0.240
Pairs	639318	c	0.898

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	34.1667	8	<.0001
Test 2	6.8751	8	0.5502
Test 3	15.2680	8	0.0541
Test 4	4.6997	8	0.7891
Test 5	6.3447	8	0.6087

LOGISTIC REGRESSION W/ COMBINED ENLISTED FEMALE RESPONDENTS

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.000	381	0	1678	0	18.5	100.0	0.0	81.5	.
0.020	380	0	1678	1	18.5	99.7	0.0	81.5	100.0
0.040	377	4	1674	4	18.5	99.0	0.2	81.6	50.0
0.060	362	947	731	19	63.6	95.0	56.4	66.9	2.0
0.080	349	1152	526	32	72.9	91.6	68.7	60.1	2.7
0.100	340	1373	305	41	83.2	89.2	81.8	47.3	2.9
0.120	322	1402	276	59	83.7	84.5	83.6	46.2	4.0
0.140	318	1420	258	63	84.4	83.5	84.6	44.8	4.2
0.160	308	1440	238	73	84.9	80.8	85.8	43.6	4.8
0.180	301	1442	236	80	84.7	79.0	85.9	43.9	5.3
0.200	284	1451	227	97	84.3	74.5	86.5	44.4	6.3
0.220	279	1459	219	102	84.4	73.2	86.9	44.0	6.5
0.240	261	1472	206	120	84.2	68.5	87.7	44.1	7.5

Matching the calculation ((381/2059)=.185), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 85% of the time.

Partial Effects LOGIT W/ COMBINED ENLISTED FEMALE RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2059
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	381
2	0	1678

NOTE: 122 observations were deleted due to missing values for the response or explanatory variables

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	1974.326	1420.602
SC	1979.956	1685.211
-2 Log L	1972.326	1326.602

R-Square 0.2692 Max-rescaled R-Square 0.4368

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	645.7233	46	<.0001
Score	749.6649	46	<.0001
Wald	426.8018	46	<.0001

Partial Effects LOGIT W/ COMBINED ENLISTED FEMALE RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-2.4169	0.1998	146.2783	<.0001
HISP	1	-0.6031	0.2673	5.0888	0.0241
BLACK	1	-0.4412	0.2600	2.8803	0.0897
API	1	-0.4375	0.3132	1.9512	0.1625
NTVAM	1	-0.2701	0.2912	0.8604	0.3536
MARRIED	1	1.6666	0.1640	103.3033	<.0001
E1_E4	1	0.7461	0.1631	20.9193	<.0001
MILPROM	1	0.1878	0.6539	0.0825	0.7740
MILPAY	1	0.3073	0.7226	0.1809	0.6706
MILEVAL	1	-1.1535	0.8513	1.8363	0.1754
MILTRNG	1	0.7146	0.4259	2.8154	0.0934
MILQOL	1	0.2683	0.6804	0.1555	0.6933
MILJUST	1	1.3677	0.5933	5.3149	0.0211
MILFREEHMTDISHTE	1	0.3109	0.6249	0.2476	0.6188
MILRETHREL	1	0.7713	0.4741	2.6470	0.1037
HISP_MILPROM	1	-0.3681	0.8040	0.2096	0.6471
HISP_MILPAY	1	-0.6384	0.8425	0.5741	0.4486
HISP_MILEVAL	1	1.0111	1.0021	1.0181	0.3130
HISP_MILTRNG	1	0.9036	0.5487	2.7114	0.0996
HISP_MILQOL	1	0.8303	0.8069	1.0590	0.3034
HISP_MILJUST	1	-1.3653	0.7492	3.3211	0.0684
HISP_MILFREEHMTDISHT	1	0.1421	0.8674	0.0268	0.8698
HISP_MILRETHREL	1	-0.2501	0.6842	0.1336	0.7147
BLACK_MILPROM	1	-0.0367	0.8439	0.0019	0.9654
BLACK_MILPAY	1	0.5401	0.8650	0.3899	0.5323
BLACK_MILEVAL	1	2.4702	1.1220	4.8475	0.0277
BLACK_MILTRNG	1	-0.1350	0.6118	0.0487	0.8254
BLACK_MILQOL	1	1.4043	0.8304	2.8601	0.0908
BLACK_MILJUST	1	0.2568	0.8213	0.0978	0.7545
BLACK_MILFREEHMTDISH	1	-1.3507	1.0714	1.5893	0.2074
BLACK_MILRETHREL	1	0.0449	0.7328	0.0038	0.9511
API_MILPROM	1	-0.6157	0.9366	0.4322	0.5109
API_MILPAY	1	-0.6579	0.9932	0.4388	0.5077
API_MILEVAL	1	1.6956	1.2126	1.9552	0.1620
API_MILTRNG	1	-0.1207	0.7995	0.0228	0.8800
API_MILQOL	1	1.3477	0.9308	2.0965	0.1476
API_MILJUST	1	-1.3195	1.0411	1.6061	0.2050
API_MILFREEHMTDISHTE	1	0.9122	1.0155	0.8069	0.3690
API_MILRETHREL	1	-0.1876	0.8411	0.0498	0.8235
NTVAM_MILPROM	1	0.7298	0.9629	0.5744	0.4485
NTVAM_MILPAY	1	-1.1081	0.9589	1.3353	0.2479
NTVAM_MILEVAL	1	0.2852	1.2003	0.0565	0.8122
NTVAM_MILTRNG	1	1.1589	0.6794	2.9100	0.0880
NTVAM_MILQOL	1	0.6430	0.9274	0.4808	0.4881
NTVAM_MILJUST	1	-1.3047	0.8871	2.1628	0.1414
NTVAM_MILFREEHMTDISH	1	-0.8945	0.9873	0.8208	0.3649
NTVAM_MILRETHREL	1	0.2862	0.9002	0.1011	0.7505

Partial Effects LOGIT W/ COMBINED ENLISTED FEMALE RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
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MILRETHREL	2.163	0.854	5.477
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HISP_MILPAY	0.528	0.101	2.754
HISP_MILEVAL	2.749	0.386	19.593
HISP_MILTRNG	2.468	0.842	7.236
HISP_MILQOL	2.294	0.472	11.153
HISP_MILJUST	0.255	0.059	1.109
HISP_MILFREEHMTDISHT	1.153	0.211	6.310
HISP_MILRETHREL	0.779	0.204	2.977
BLACK_MILPROM	0.964	0.184	5.040
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BLACK_MILRETHREL	1.046	0.249	4.399
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API_MILPAY	0.518	0.074	3.628
API_MILEVAL	5.450	0.506	58.691
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API_MILRETHREL	0.829	0.159	4.310
NTVAM_MILPROM	2.075	0.314	13.697
NTVAM_MILPAY	0.330	0.050	2.163
NTVAM_MILEVAL	1.330	0.127	13.981
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NTVAM_MILQOL	1.902	0.309	11.712
NTVAM_MILJUST	0.271	0.048	1.544
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NTVAM_MILRETHREL	1.331	0.228	7.772

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Percent Tied	1.5	Tau-a	0.240
Pairs	639318	c	0.898

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	E1_ E4	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0	0
11	0	0	0	0	0	0	0	0	0	1	0	0
12	0	0	0	0	0	0	0	0	0	0	1	0
13	0	0	0	0	0	0	0	0	0	0	0	1
14	0	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0	0	0	0	0

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	1	0	0	0	0	0	0	0
15	0	1	0	0	0	0	0	0
16	0	0	1	0	0	0	0	0
17	0	0	0	1	0	0	0	0
18	0	0	0	0	1	0	0	0
19	0	0	0	0	0	1	0	0
20	0	0	0	0	0	0	1	0
21	0	0	0	0	0	0	0	1
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	1	0	0	0	0	0	0	0
23	0	1	0	0	0	0	0	0
24	0	0	1	0	0	0	0	0
25	0	0	0	1	0	0	0	0
26	0	0	0	0	1	0	0	0
27	0	0	0	0	0	1	0	0
28	0	0	0	0	0	0	1	0
29	0	0	0	0	0	0	0	1
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	1	0	0	0	0	0	0	0
31	0	1	0	0	0	0	0	0
32	0	0	1	0	0	0	0	0
33	0	0	0	1	0	0	0	0
34	0	0	0	0	1	0	0	0
35	0	0	0	0	0	1	0	0
36	0	0	0	0	0	0	1	0
37	0	0	0	0	0	0	0	1
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0	0

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0
38	1	0	0	0	0	0	0
39	0	1	0	0	0	0	0
40	0	0	1	0	0	0	0
41	0	0	0	1	0	0	0
42	0	0	0	0	1	0	0
43	0	0	0	0	0	1	0
44	0	0	0	0	0	0	1
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0
47	0	0	0	0	0	0	0

COMBINED Female E Table Output w/ Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.08190	-0.00000	BASE
2	0	0	0	0.04653	-0.03537	HISP
3	0	0	0	0.05426	-0.02764	BLACK
4	0	0	0	0.05446	-0.02744	API
5	0	0	0	0.06375	-0.01815	NTVAM
6	0	0	0	0.32076	0.23886	MARRIED
7	0	0	0	0.15832	0.07642	E1_E4
8	0	0	0	0.09717	0.01527	MILPROM
9	0	0	0	0.10818	0.02628	MILPAY
10	0	0	0	0.02737	-0.05453	MILEVAL
11	0	0	0	0.15417	0.07227	MILTRNG
12	0	0	0	0.10447	0.02257	MILQOL
13	0	0	0	0.25939	0.17749	MILJUST
14	0	0	0	0.10852	0.02662	MILFREEHMTDISHTE
15	0	0	0	0.16172	0.07982	MILRETHREL
16	0	0	0	0.05814	-0.02376	HISP_MILPROM
17	0	0	0	0.04499	-0.03691	HISP_MILPAY
18	0	0	0	0.19691	0.11501	HISP_MILEVAL
19	0	0	0	0.18045	0.09855	HISP_MILTRNG
20	0	0	0	0.16987	0.08797	HISP_MILQOL
21	0	0	0	0.02227	-0.05963	HISP_MILJUST
22	0	0	0	0.09324	0.01134	HISP_MILFREEHMTDISHTE
23	0	0	0	0.06495	-0.01695	HISP_MILRETHREL
24	0	0	0	0.07918	-0.00272	BLACK_MILPROM
25	0	0	0	0.13276	0.05086	BLACK_MILPAY
26	0	0	0	0.51334	0.43144	BLACK_MILEVAL
27	0	0	0	0.07230	-0.00960	BLACK_MILTRNG
28	0	0	0	0.26648	0.18458	BLACK_MILQOL
29	0	0	0	0.10340	0.02150	BLACK_MILJUST
30	0	0	0	0.02259	-0.05931	BLACK_MILFREEHMTDISHTE
31	0	0	0	0.08534	0.00344	BLACK_MILRETHREL
32	0	0	0	0.04597	-0.03593	API_MILPROM
33	0	0	0	0.04416	-0.03774	API_MILPAY
34	0	0	0	0.32712	0.24522	API_MILEVAL
35	0	0	0	0.07327	-0.00863	API_MILTRNG
36	0	0	0	0.25556	0.17366	API_MILQOL
37	0	0	0	0.02329	-0.05861	API_MILJUST
38	0	0	0	0.18173	0.09983	API_MILFREEHMTDISHTE
39	0	0	0	0.06885	-0.01305	API_MILRETHREL
40	0	0	0	0.15617	0.07427	NTVAM_MILPROM
41	0	0	0	0.02861	-0.05329	NTVAM_MILPAY
42	0	0	0	0.10606	0.02416	NTVAM_MILEVAL
43	0	0	0	0.22133	0.13943	NTVAM_MILTRNG
44	0	0	0	0.14507	0.06317	NTVAM_MILQOL
45	1	0	0	0.02363	-0.05827	NTVAM_MILJUST
46	0	1	0	0.03518	-0.04672	NTVAM_MILFREEHMTDISHTE
47	0	0	1	0.10615	0.02425	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	446
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	187
2	0	259

NOTE: 44 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP	1	0.240642	0.428621	0	1.000000
	0	0.328185	0.470462	0	1.000000
	Total	0.291480	0.454954	0	1.000000
BLACK	1	0.229947	0.421928	0	1.000000
	0	0.177606	0.382921	0	1.000000
	Total	0.199552	0.400112	0	1.000000
API	1	0.149733	0.357767	0	1.000000
	0	0.162162	0.369313	0	1.000000
	Total	0.156951	0.364163	0	1.000000
NTVAM	1	0.203209	0.403467	0	1.000000
	0	0.146718	0.354510	0	1.000000
	Total	0.170404	0.376409	0	1.000000
MARRIED	1	0.320856	0.468059	0	1.000000
	0	0.324324	0.469028	0	1.000000
	Total	0.322870	0.468099	0	1.000000
MILPROM	1	0.267380	0.443780	0	1.000000
	0	0.200772	0.401354	0	1.000000
	Total	0.228700	0.420467	0	1.000000
MILPAY	1	0.347594	0.477485	0	1.000000
	0	0.277992	0.448877	0	1.000000
	Total	0.307175	0.461841	0	1.000000
MILEVAL	1	0.197861	0.399456	0	1.000000
	0	0.131274	0.338354	0	1.000000
	Total	0.159193	0.366267	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILTRNG	1	0.572193	0.496089	0	1.000000
	0	0.374517	0.484935	0	1.000000
	Total	0.457399	0.498741	0	1.000000
MILQOL	1	0.363636	0.482337	0	1.000000
	0	0.169884	0.376258	0	1.000000
	Total	0.251121	0.434145	0	1.000000
MILJUST	1	0.342246	0.475735	0	1.000000
	0	0.173745	0.379624	0	1.000000
	Total	0.244395	0.430210	0	1.000000
MILFREEHMTDISHTE	1	0.165775	0.372877	0	1.000000
	0	0.142857	0.350605	0	1.000000
	Total	0.152466	0.359876	0	1.000000
MILRETHREL	1	0.283422	0.451870	0	1.000000
	0	0.212355	0.409767	0	1.000000
	Total	0.242152	0.428867	0	1.000000
HISP_MILPROM	1	0.053476	0.225585	0	1.000000
	0	0.069498	0.254792	0	1.000000
	Total	0.062780	0.242840	0	1.000000
HISP_MILPAY	1	0.074866	0.263882	0	1.000000
	0	0.108108	0.311118	0	1.000000
	Total	0.094170	0.292394	0	1.000000
HISP_MILEVAL	1	0.037433	0.190330	0	1.000000
	0	0.046332	0.210610	0	1.000000
	Total	0.042601	0.202182	0	1.000000
HISP_MILTRNG	1	0.139037	0.346914	0	1.000000
	0	0.127413	0.334081	0	1.000000
	Total	0.132287	0.339183	0	1.000000
HISP_MILQOL	1	0.074866	0.263882	0	1.000000
	0	0.061776	0.241214	0	1.000000
	Total	0.067265	0.250761	0	1.000000
HISP_MILJUST	1	0.080214	0.272353	0	1.000000
	0	0.069498	0.254792	0	1.000000
	Total	0.073991	0.262050	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILFREEHMTDISHTE	1	0.021390	0.145070	0	1.000000
	0	0.046332	0.210610	0	1.000000
	Total	0.035874	0.186186	0	1.000000
HISP_MILRETHREL	1	0.037433	0.190330	0	1.000000
	0	0.073359	0.261230	0	1.000000
	Total	0.058296	0.234565	0	1.000000
BLACK_MILPROM	1	0.069519	0.255017	0	1.000000
	0	0.030888	0.173349	0	1.000000
	Total	0.047085	0.212059	0	1.000000
BLACK_MILPAY	1	0.101604	0.302938	0	1.000000
	0	0.054054	0.226562	0	1.000000
	Total	0.073991	0.262050	0	1.000000
BLACK_MILEVAL	1	0.042781	0.202906	0	1.000000
	0	0.015444	0.123549	0	1.000000
	Total	0.026906	0.161990	0	1.000000
BLACK_MILTRNG	1	0.144385	0.352423	0	1.000000
	0	0.077220	0.267457	0	1.000000
	Total	0.105381	0.307389	0	1.000000
BLACK_MILQOL	1	0.090909	0.288252	0	1.000000
	0	0.023166	0.150722	0	1.000000
	Total	0.051570	0.221405	0	1.000000
BLACK_MILJUST	1	0.064171	0.245715	0	1.000000
	0	0.023166	0.150722	0	1.000000
	Total	0.040359	0.197020	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.005348	0.073127	0	1.000000
	0	0.011583	0.107206	0	1.000000
	Total	0.008969	0.094383	0	1.000000
BLACK_MILRETHREL	1	0.042781	0.202906	0	1.000000
	0	0.027027	0.162476	0	1.000000
	Total	0.033632	0.180483	0	1.000000
API_MILPROM	1	0.037433	0.190330	0	1.000000
	0	0.042471	0.202052	0	1.000000
	Total	0.040359	0.197020	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
API_MILPAY	1	0.058824	0.235926	0	1.000000
	0	0.046332	0.210610	0	1.000000
	Total	0.051570	0.221405	0	1.000000
API_MILEVAL	1	0.053476	0.225585	0	1.000000
	0	0.027027	0.162476	0	1.000000
	Total	0.038117	0.191693	0	1.000000
API_MILTRNG	1	0.080214	0.272353	0	1.000000
	0	0.057915	0.234035	0	1.000000
	Total	0.067265	0.250761	0	1.000000
API_MILQOL	1	0.064171	0.245715	0	1.000000
	0	0.030888	0.173349	0	1.000000
	Total	0.044843	0.207192	0	1.000000
API_MILJUST	1	0.042781	0.202906	0	1.000000
	0	0.019305	0.137861	0	1.000000
	Total	0.029148	0.168410	0	1.000000
API_MILFREEHMTDISHTE	1	0.048128	0.214612	0	1.000000
	0	0.015444	0.123549	0	1.000000
	Total	0.029148	0.168410	0	1.000000
API_MILRETHREL	1	0.048128	0.214612	0	1.000000
	0	0.030888	0.173349	0	1.000000
	Total	0.038117	0.191693	0	1.000000
NTVAM_MILPROM	1	0.069519	0.255017	0	1.000000
	0	0.019305	0.137861	0	1.000000
	Total	0.040359	0.197020	0	1.000000
NTVAM_MILPAY	1	0.080214	0.272353	0	1.000000
	0	0.046332	0.210610	0	1.000000
	Total	0.060538	0.238749	0	1.000000
NTVAM_MILEVAL	1	0.032086	0.176700	0	1.000000
	0	0.023166	0.150722	0	1.000000
	Total	0.026906	0.161990	0	1.000000
NTVAM_MILTRNG	1	0.128342	0.335368	0	1.000000
	0	0.057915	0.234035	0	1.000000
	Total	0.087444	0.282802	0	1.000000

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
NTVAM_MILQOL	1	0.080214	0.272353	0	1.000000
	0	0.030888	0.173349	0	1.000000
	Total	0.051570	0.221405	0	1.000000
NTVAM_MILJUST	1	0.090909	0.288252	0	1.000000
	0	0.038610	0.193037	0	1.000000
	Total	0.060538	0.238749	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.064171	0.245715	0	1.000000
	0	0.034749	0.183498	0	1.000000
	Total	0.047085	0.212059	0	1.000000
NTVAM_MILRETHREL	1	0.085561	0.280466	0	1.000000
	0	0.027027	0.162476	0	1.000000
	Total	0.051570	0.221405	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	608.613	617.927
SC	612.713	806.542
-2 Log L	606.613	525.927

R-Square 0.1655 Max-rescaled R-Square 0.2226

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	80.6859	45	0.0009
Score	73.6190	45	0.0045
Wald	58.4801	45	0.0856

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.6845	0.3445	3.9495	0.0469
HISP	1	-0.3421	0.4420	0.5988	0.4390
BLACK	1	-0.3093	0.5074	0.3716	0.5421
API	1	-0.2577	0.5050	0.2603	0.6099
NTVAM	1	0.1196	0.4949	0.0584	0.8091
MARRIED	1	-0.0530	0.2439	0.0473	0.8278
MILPROM	1	-0.9468	0.9289	1.0388	0.3081
MILPAY	1	0.5991	1.2315	0.2367	0.6266
MILEVAL	1	-0.2682	1.3572	0.0391	0.8433
MILTRNG	1	0.4794	0.7143	0.4505	0.5021
MILQOL	1	1.7409	1.2470	1.9489	0.1627
MILJUST	1	1.6545	1.0636	2.4198	0.1198
MILFREEHMTDISHTE	1	-2.5565	1.3512	3.5797	0.0585
MILRETHREL	1	0.0925	0.7301	0.0161	0.8992
HISP_MILPROM	1	0.8492	1.1039	0.5917	0.4418

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
HISP_MILPAY	1	-1.2703	1.3245	0.9197	0.3376
HISP_MILEVAL	1	0.2622	1.5129	0.0300	0.8624
HISP_MILTRNG	1	0.4438	0.8405	0.2789	0.5974
HISP_MILQOL	1	-1.1251	1.3425	0.7024	0.4020
HISP_MILJUST	1	-0.8406	1.1892	0.4996	0.4797
HISP_MILFREEHMTDISHT	1	1.4894	1.6541	0.8107	0.3679
HISP_MILRETHREL	1	-0.3665	1.0033	0.1335	0.7149
BLACK_MILPROM	1	1.8471	1.1402	2.6246	0.1052
BLACK_MILPAY	1	-0.2527	1.3601	0.0345	0.8526
BLACK_MILEVAL	1	1.1535	1.6062	0.5158	0.4727
BLACK_MILTRNG	1	-0.3353	0.9064	0.1368	0.7115
BLACK_MILQOL	1	-0.1042	1.3913	0.0056	0.9403
BLACK_MILJUST	1	-0.5575	1.2926	0.1860	0.6663
BLACK_MILFREEHMTDISH	1	-1.1555	2.2294	0.2686	0.6042
BLACK_MILRETHREL	1	-0.5281	1.0866	0.2362	0.6270
API_MILPROM	1	-0.0373	1.2033	0.0010	0.9753
API_MILPAY	1	-0.7104	1.4281	0.2475	0.6189
API_MILEVAL	1	1.5313	1.6541	0.8570	0.3546
API_MILTRNG	1	-0.3927	1.0738	0.1338	0.7146
API_MILQOL	1	-0.6601	1.4524	0.2066	0.6495
API_MILJUST	1	-1.5938	1.4307	1.2409	0.2653
API_MILFREEHMTDISHTE	1	4.5750	1.6849	7.3730	0.0066
API_MILRETHREL	1	-1.0040	1.2155	0.6823	0.4088
NTVAM_MILPROM	1	2.0976	1.2691	2.7318	0.0984
NTVAM_MILPAY	1	-1.7282	1.4638	1.3939	0.2378
NTVAM_MILEVAL	1	-0.8181	1.6273	0.2527	0.6152
NTVAM_MILTRNG	1	0.4634	0.9655	0.2304	0.6312
NTVAM_MILQOL	1	-1.9410	1.5009	1.6725	0.1959
NTVAM_MILJUST	1	-1.0925	1.3196	0.6853	0.4078
NTVAM_MILFREEHMTDISH	1	1.3553	1.6321	0.6895	0.4063
NTVAM_MILRETHREL	1	2.0784	1.2977	2.5651	0.1092

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.710	0.299	1.689
BLACK	0.734	0.272	1.984
API	0.773	0.287	2.080
NTVAM	1.127	0.427	2.973
MARRIED	0.948	0.588	1.529
MILPROM	0.388	0.063	2.396
MILPAY	1.821	0.163	20.345
MILEVAL	0.765	0.053	10.933
MILTRNG	1.615	0.398	6.549
MILQOL	5.703	0.495	65.698
MILJUST	5.230	0.650	42.060
MILFREEHMTDISHTE	0.078	0.005	1.096
MILRETHREL	1.097	0.262	4.588
HISP_MILPROM	2.338	0.269	20.344
HISP_MILPAY	0.281	0.021	3.765
HISP_MILEVAL	1.300	0.067	25.217
HISP_MILTRNG	1.559	0.300	8.094

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP_MILQOL	0.325	0.023	4.509
HISP_MILJUST	0.431	0.042	4.438
HISP_MILFREEHMTDISHT	4.434	0.173	113.460
HISP_MILRETHREL	0.693	0.097	4.953
BLACK_MILPROM	6.342	0.679	59.254
BLACK_MILPAY	0.777	0.054	11.167
BLACK_MILEVAL	3.169	0.136	73.814
BLACK_MILTRNG	0.715	0.121	4.226
BLACK_MILQOL	0.901	0.059	13.774
BLACK_MILJUST	0.573	0.045	7.214
BLACK_MILFREEHMTDISH	0.315	0.004	24.879
BLACK_MILRETHREL	0.590	0.070	4.961
API_MILPROM	0.963	0.091	10.186
API_MILPAY	0.491	0.030	8.073
API_MILEVAL	4.624	0.181	118.312
API_MILTRNG	0.675	0.082	5.539
API_MILQOL	0.517	0.030	8.904
API_MILJUST	0.203	0.012	3.355
API_MILFREEHMTDISHTE	97.030	3.570	>999.999
API_MILRETHREL	0.366	0.034	3.968
NTVAM_MILPROM	8.146	0.677	97.997
NTVAM_MILPAY	0.178	0.010	3.129
NTVAM_MILEVAL	0.441	0.018	10.712
NTVAM_MILTRNG	1.590	0.240	10.546
NTVAM_MILQOL	0.144	0.008	2.720
NTVAM_MILJUST	0.335	0.025	4.455
NTVAM_MILFREEHMTDISH	3.878	0.158	95.015
NTVAM_MILRETHREL	7.991	0.628	101.676

Association of Predicted Probabilities and Observed Responses

Percent Concordant	72.1	Somers' D	0.456
Percent Discordant	26.5	Gamma	0.463
Percent Tied	1.5	Tau-a	0.222
Pairs	48433	c	0.728

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	9.4005	8	0.3096
Test 2	3.1100	8	0.9273
Test 3	4.1983	8	0.8388
Test 4	8.8277	8	0.3570
Test 5	9.5083	8	0.3012

LOGISTIC REGRESSION W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.180	175	20	239	12	43.7	93.6	7.7	57.7	37.5
0.200	169	23	236	18	43.0	90.4	8.9	58.3	43.9
0.220	166	24	235	21	42.6	88.8	9.3	58.6	46.7
0.240	159	26	233	28	41.5	85.0	10.0	59.4	51.9
0.260	140	44	215	47	41.3	74.9	17.0	60.6	51.6
0.280	130	91	168	57	49.6	69.5	35.1	56.4	38.5
0.300	127	109	150	60	52.9	67.9	42.1	54.2	35.5
0.320	114	111	148	73	50.4	61.0	42.9	56.5	39.7
0.340	107	130	129	80	53.1	57.2	50.2	54.7	38.1
0.360	99	152	107	88	56.3	52.9	58.7	51.9	36.7
0.380	95	173	86	92	60.1	50.8	66.8	47.5	34.7
0.400	92	174	85	95	59.6	49.2	67.2	48.0	35.3
0.420	90	183	76	97	61.2	48.1	70.7	45.8	34.6
0.440	86	186	73	101	61.0	46.0	71.8	45.9	35.2

Matching the calculation ((187/446)=.41928), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 61% of the time.

Partial Effects LOGIT W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	446
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	187
2	0	259

NOTE: 90 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	608.613	617.927
SC	612.713	806.542
-2 Log L	606.613	525.927

R-Square 0.1655 Max-rescaled R-Square 0.2226

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	80.6859	45	0.0009
Score	73.6190	45	0.0045
Wald	58.4801	45	0.0856

Partial Effects LOGIT W/ ENLISTED FEMALE E1_E4 RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.6845	0.3445	3.9495	0.0469
HISP	1	-0.3421	0.4420	0.5988	0.4390
BLACK	1	-0.3093	0.5074	0.3716	0.5421
API	1	-0.2577	0.5050	0.2603	0.6099
NTVAM	1	0.1196	0.4949	0.0584	0.8091
MARRIED	1	-0.0530	0.2439	0.0473	0.8278
MILPROM	1	-0.9468	0.9289	1.0388	0.3081
MILPAY	1	0.5991	1.2315	0.2367	0.6266
MILEVAL	1	-0.2682	1.3572	0.0391	0.8433
MILTRNG	1	0.4794	0.7143	0.4505	0.5021
MILQOL	1	1.7409	1.2470	1.9489	0.1627
MILJUST	1	1.6545	1.0636	2.4198	0.1198
MILFREEHMTDISHTE	1	-2.5565	1.3512	3.5797	0.0585
MILRETHREL	1	0.0925	0.7301	0.0161	0.8992
HISP_MILPROM	1	0.8492	1.1039	0.5917	0.4418
HISP_MILPAY	1	-1.2703	1.3245	0.9197	0.3376
HISP_MILEVAL	1	0.2622	1.5129	0.0300	0.8624
HISP_MILTRNG	1	0.4438	0.8405	0.2789	0.5974
HISP_MILQOL	1	-1.1251	1.3425	0.7024	0.4020
HISP_MILJUST	1	-0.8406	1.1892	0.4996	0.4797
HISP_MILFREEHMTDISHT	1	1.4894	1.6541	0.8107	0.3679
HISP_MILRETHREL	1	-0.3665	1.0033	0.1335	0.7149
BLACK_MILPROM	1	1.8471	1.1402	2.6246	0.1052
BLACK_MILPAY	1	-0.2527	1.3601	0.0345	0.8526
BLACK_MILEVAL	1	1.1535	1.6062	0.5158	0.4727
BLACK_MILTRNG	1	-0.3353	0.9064	0.1368	0.7115
BLACK_MILQOL	1	-0.1042	1.3913	0.0056	0.9403
BLACK_MILJUST	1	-0.5575	1.2926	0.1860	0.6663
BLACK_MILFREEHMTDISH	1	-1.1555	2.2294	0.2686	0.6042
BLACK_MILRETHREL	1	-0.5281	1.0866	0.2362	0.6270
API_MILPROM	1	-0.0373	1.2033	0.0010	0.9753
API_MILPAY	1	-0.7104	1.4281	0.2475	0.6189
API_MILEVAL	1	1.5313	1.6541	0.8570	0.3546
API_MILTRNG	1	-0.3927	1.0738	0.1338	0.7146
API_MILQOL	1	-0.6601	1.4524	0.2066	0.6495
API_MILJUST	1	-1.5938	1.4307	1.2409	0.2653
API_MILFREEHMTDISHTE	1	4.5750	1.6849	7.3730	0.0066
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Partial Effects LOGIT W/ ENLISTED FEMALE E1_E4 RESPONDENTS

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HISP_MILTRNG	1.559	0.300	8.094
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Percent Tied	1.5	Tau-a	0.222
Pairs	48433	c	0.728

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0	0	1	0
12	0	0	0	0	0	0	0	0	0	0	1
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	1	0	0	0	0	0	0	0
14	0	1	0	0	0	0	0	0
15	0	0	1	0	0	0	0	0
16	0	0	0	1	0	0	0	0
17	0	0	0	0	1	0	0	0
18	0	0	0	0	0	1	0	0
19	0	0	0	0	0	0	1	0
20	0	0	0	0	0	0	0	1
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0
22	0	1	0	0	0	0	0	0
23	0	0	1	0	0	0	0	0
24	0	0	0	1	0	0	0	0
25	0	0	0	0	1	0	0	0
26	0	0	0	0	0	1	0	0
27	0	0	0	0	0	0	1	0
28	0	0	0	0	0	0	0	1
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	1	0	0	0	0	0	0	0
30	0	1	0	0	0	0	0	0
31	0	0	1	0	0	0	0	0
32	0	0	0	1	0	0	0	0
33	0	0	0	0	1	0	0	0
34	0	0	0	0	0	1	0	0
35	0	0	0	0	0	0	1	0
36	0	0	0	0	0	0	0	1
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	1	0	0	0	0	0	0
38	0	1	0	0	0	0	0
39	0	0	1	0	0	0	0
40	0	0	0	1	0	0	0
41	0	0	0	0	1	0	0
42	0	0	0	0	0	1	0
43	0	0	0	0	0	0	1
44	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0

Female E1_E4 Table Output w/ Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.33525	-0.00000	BASE
2	0	0	0	0.26374	-0.07151	HISP
3	0	0	0	0.27015	-0.06510	BLACK
4	0	0	0	0.28045	-0.05480	API
5	0	0	0	0.36239	0.02714	NTVAM
6	0	0	0	0.32353	-0.01172	MARRIED
7	0	0	0	0.16364	-0.17161	MILPROM
8	0	0	0	0.47866	0.14341	MILPAY
9	0	0	0	0.27833	-0.05692	MILEVAL
10	0	0	0	0.44889	0.11364	MILTRNG
11	0	0	0	0.74199	0.40674	MILQOL
12	0	0	0	0.72511	0.38986	MILJUST
13	0	0	0	0.03765	-0.29760	MILFREEHMTDISHTE
14	0	0	0	0.35617	0.02092	MILRETHREL
15	0	0	0	0.54106	0.20581	HISP_MILPROM
16	0	0	0	0.12403	-0.21122	HISP_MILPAY
17	0	0	0	0.39597	0.06072	HISP_MILEVAK
18	0	0	0	0.44011	0.10486	HISP_MILTRNG
19	0	0	0	0.14068	-0.19457	HISP_MILQOL
20	0	0	0	0.17871	-0.15654	HISP_MILJUST
21	0	0	0	0.69101	0.35576	HISP_MILFREEHMTDISHTE
22	0	0	0	0.25901	-0.07624	HISP_MILRETHREL
23	0	0	0	0.76180	0.42655	BLACK_MILPROM
24	0	0	0	0.28145	-0.05380	BLACK_MILPAY
25	0	0	0	0.61514	0.27989	BLACK_MILEVAL
26	0	0	0	0.26507	-0.07018	BLACK_MILTRNG
27	0	0	0	0.31244	-0.02281	BLACK_MILQOL
28	0	0	0	0.22409	-0.11116	BLACK_MILJUST
29	0	0	0	0.13704	-0.19821	BLACK_MILFREEHMTDISHTE
30	0	0	0	0.22924	-0.10601	BLACK_MILRETHREL
31	0	0	0	0.32699	-0.00826	API_MILPROM
32	0	0	0	0.19862	-0.13663	API_MILPAY
33	0	0	0	0.69988	0.36463	API_MILEVAL
34	0	0	0	0.25403	-0.08122	API_MILTRNG
35	0	0	0	0.20674	-0.12851	API_MILQOL
36	0	0	0	0.09293	-0.24232	API_MILJUST
37	0	0	0	0.97997	0.64472	API_MILFREEHMTDISHTE
38	0	0	0	0.15596	-0.17929	API_MILRETHREL
39	0	0	0	0.80424	0.46899	NTVAM_MILPROM
40	0	0	0	0.08220	-0.25305	NTVAM_MILPAY
41	0	0	0	0.18203	-0.15322	NTVAM_MILEVAL
42	0	0	0	0.44494	0.10969	NTVAM_MILTRNG
43	0	0	0	0.06751	-0.26774	NTVAM_MILQOL
44	1	0	0	0.14467	-0.19058	NTVAM_MILJUST
45	0	1	0	0.66166	0.32641	NTVAM_MILFREEHMTDISHTE
46	0	0	1	0.80120	0.46595	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2515
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	1603
2	0	912

NOTE: 128 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP	1	0.265752	0.441871	0	1.000000
	0	0.244518	0.430037	0	1.000000
	Total	0.258052	0.437650	0	1.000000
BLACK	1	0.147848	0.355060	0	1.000000
	0	0.114035	0.318028	0	1.000000
	Total	0.135586	0.342417	0	1.000000
API	1	0.063007	0.243051	0	1.000000
	0	0.060307	0.238185	0	1.000000
	Total	0.062028	0.241254	0	1.000000
NTVAM	1	0.283219	0.450702	0	1.000000
	0	0.369518	0.482939	0	1.000000
	Total	0.314513	0.464414	0	1.000000
MARRIED	1	0.784779	0.411104	0	1.000000
	0	0.596491	0.490870	0	1.000000
	Total	0.716501	0.450786	0	1.000000
MILPROM	1	0.459763	0.498534	0	1.000000
	0	0.327851	0.469688	0	1.000000
	Total	0.411928	0.492280	0	1.000000
MILPAY	1	0.321273	0.467111	0	1.000000
	0	0.195175	0.396553	0	1.000000
	Total	0.275547	0.446878	0	1.000000
MILEVAL	1	0.392389	0.488435	0	1.000000
	0	0.242325	0.428725	0	1.000000
	Total	0.337972	0.473113	0	1.000000

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILTRNG	1	0.552714	0.497369	0	1.000000
	0	0.392544	0.488585	0	1.000000
	Total	0.494632	0.500071	0	1.000000
MILQOL	1	0.306301	0.461100	0	1.000000
	0	0.128289	0.334595	0	1.000000
	Total	0.241750	0.428228	0	1.000000
MILJUST	1	0.439177	0.496442	0	1.000000
	0	0.301535	0.459176	0	1.000000
	Total	0.389264	0.487680	0	1.000000
MILFREEHMTDISHTE	1	0.483468	0.499883	0	1.000000
	0	0.321272	0.467221	0	1.000000
	Total	0.424652	0.494388	0	1.000000
MILRETHREL	1	0.640050	0.480135	0	1.000000
	0	0.509868	0.500177	0	1.000000
	Total	0.592843	0.491402	0	1.000000
HISP_MILPROM	1	0.142233	0.349398	0	1.000000
	0	0.100877	0.301331	0	1.000000
	Total	0.127237	0.333304	0	1.000000
HISP_MILPAY	1	0.107299	0.309589	0	1.000000
	0	0.059211	0.236148	0	1.000000
	Total	0.089861	0.286039	0	1.000000
HISP_MILEVAL	1	0.115409	0.319614	0	1.000000
	0	0.081140	0.273200	0	1.000000
	Total	0.102982	0.303996	0	1.000000
HISP_MILTRNG	1	0.164691	0.371017	0	1.000000
	0	0.116228	0.320674	0	1.000000
	Total	0.147117	0.354293	0	1.000000
HISP_MILQOL	1	0.105427	0.307199	0	1.000000
	0	0.046053	0.209714	0	1.000000
	Total	0.083897	0.277288	0	1.000000
HISP_MILJUST	1	0.132252	0.338870	0	1.000000
	0	0.082237	0.274876	0	1.000000
	Total	0.114115	0.318014	0	1.000000

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILFREEHMTDISHTE	1	0.142233	0.349398	0	1.000000
	0	0.089912	0.286213	0	1.000000
	Total	0.123260	0.328801	0	1.000000
HISP_MILRETHREL	1	0.180911	0.385064	0	1.000000
	0	0.131579	0.338218	0	1.000000
	Total	0.163022	0.369459	0	1.000000
BLACK_MILPROM	1	0.096694	0.295632	0	1.000000
	0	0.058114	0.234087	0	1.000000
	Total	0.082704	0.275489	0	1.000000
BLACK_MILPAY	1	0.069869	0.255006	0	1.000000
	0	0.036184	0.186851	0	1.000000
	Total	0.057654	0.233134	0	1.000000
BLACK_MILEVAL	1	0.071117	0.257100	0	1.000000
	0	0.032895	0.178459	0	1.000000
	Total	0.057256	0.232378	0	1.000000
BLACK_MILTRNG	1	0.101684	0.302327	0	1.000000
	0	0.064693	0.246118	0	1.000000
	Total	0.088270	0.283744	0	1.000000
BLACK_MILQOL	1	0.062383	0.241925	0	1.000000
	0	0.023026	0.150069	0	1.000000
	Total	0.048111	0.214044	0	1.000000
BLACK_MILJUST	1	0.077355	0.267237	0	1.000000
	0	0.044956	0.207322	0	1.000000
	Total	0.065606	0.247642	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.068621	0.252888	0	1.000000
	0	0.037281	0.189553	0	1.000000
	Total	0.057256	0.232378	0	1.000000
BLACK_MILRETHREL	1	0.092327	0.289577	0	1.000000
	0	0.063596	0.244167	0	1.000000
	Total	0.081909	0.274280	0	1.000000
API_MILPROM	1	0.028072	0.165231	0	1.000000
	0	0.013158	0.114013	0	1.000000
	Total	0.022664	0.148860	0	1.000000

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
API_MILPAY	1	0.020586	0.142039	0	1.000000
	0	0.008772	0.093298	0	1.000000
	Total	0.016302	0.126660	0	1.000000
API_MILEVAL	1	0.026201	0.159782	0	1.000000
	0	0.013158	0.114013	0	1.000000
	Total	0.021471	0.144978	0	1.000000
API_MILTRNG	1	0.031192	0.173889	0	1.000000
	0	0.018640	0.135325	0	1.000000
	Total	0.026640	0.161061	0	1.000000
API_MILQOL	1	0.021834	0.146187	0	1.000000
	0	0.004386	0.066117	0	1.000000
	Total	0.015507	0.123582	0	1.000000
API_MILJUST	1	0.028072	0.165231	0	1.000000
	0	0.013158	0.114013	0	1.000000
	Total	0.022664	0.148860	0	1.000000
API_MILFREEHMTDISHTE	1	0.033687	0.180478	0	1.000000
	0	0.017544	0.131358	0	1.000000
	Total	0.027833	0.164527	0	1.000000
API_MILRETHREL	1	0.041173	0.198752	0	1.000000
	0	0.031798	0.175559	0	1.000000
	Total	0.037773	0.190686	0	1.000000
NTVAM_MILPROM	1	0.131004	0.337510	0	1.000000
	0	0.109649	0.312623	0	1.000000
	Total	0.123260	0.328801	0	1.000000
NTVAM_MILPAY	1	0.089832	0.286030	0	1.000000
	0	0.057018	0.232003	0	1.000000
	Total	0.077932	0.268118	0	1.000000
NTVAM_MILEVAL	1	0.111666	0.315053	0	1.000000
	0	0.074561	0.262826	0	1.000000
	Total	0.098211	0.297659	0	1.000000
NTVAM_MILTRNG	1	0.154710	0.361741	0	1.000000
	0	0.112939	0.316691	0	1.000000
	Total	0.139563	0.346602	0	1.000000

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
NTVAM_MILQOL	1	0.079850	0.271146	0	1.000000
	0	0.032895	0.178459	0	1.000000
	Total	0.062823	0.242693	0	1.000000
NTVAM_MILJUST	1	0.116656	0.321110	0	1.000000
	0	0.092105	0.289333	0	1.000000
	Total	0.107753	0.310130	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.138490	0.345522	0	1.000000
	0	0.105263	0.307061	0	1.000000
	Total	0.126441	0.332412	0	1.000000
NTVAM_MILRETHREL	1	0.177792	0.382457	0	1.000000
	0	0.167763	0.373861	0	1.000000
	Total	0.174155	0.379318	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	3296.213	3092.299
SC	3302.043	3360.480
-2 Log L	3294.213	3000.299

R-Square 0.1103 Max-rescaled R-Square 0.1511

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	293.9143	45	<.0001
Score	278.1730	45	<.0001
Wald	247.8506	45	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.1487	0.1612	0.8517	0.3561
HISP	1	-0.4993	0.2098	5.6617	0.0173
BLACK	1	-0.2274	0.2820	0.6500	0.4201
API	1	-0.4080	0.3109	1.7216	0.1895
NTVAM	1	-0.7151	0.1882	14.4416	0.0001
MARRIED	1	0.8834	0.0969	83.0710	<.0001
MILPROM	1	0.0594	0.2990	0.0395	0.8425
MILPAY	1	-0.8469	0.3490	5.8882	0.0152
MILEVAL	1	0.6829	0.3096	4.8666	0.0274
MILTRNG	1	-0.0160	0.2419	0.0044	0.9473
MILQOL	1	0.5433	0.3412	2.5359	0.1113
MILJUST	1	-0.2368	0.2291	1.0690	0.3012
MILFREEHMTDISHTE	1	0.2199	0.2471	0.7916	0.3736
MILRETHREL	1	0.0663	0.2347	0.0797	0.7777
HISP_MILPROM	1	0.0227	0.3686	0.0038	0.9509
HISP_MILPAY	1	1.0618	0.4233	6.2910	0.0121

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
HISP_MILEVAL	1	-0.8659	0.3813	5.1575	0.0231
HISP_MILTRNG	1	0.2069	0.3130	0.4373	0.5085
HISP_MILQOL	1	0.1610	0.4137	0.1515	0.6971
HISP_MILJUST	1	0.5136	0.3069	2.8005	0.0942
HISP_MILFREEHMTDISHT	1	0.1807	0.3334	0.2940	0.5877
HISP_MILRETHREL	1	-0.00493	0.3302	0.0002	0.9881
BLACK_MILPROM	1	0.0309	0.4172	0.0055	0.9410
BLACK_MILPAY	1	1.1422	0.4605	6.1530	0.0131
BLACK_MILEVAL	1	-0.2159	0.4415	0.2391	0.6249
BLACK_MILTRNG	1	0.0872	0.3698	0.0557	0.8135
BLACK_MILQOL	1	0.1951	0.4675	0.1742	0.6764
BLACK_MILJUST	1	0.4852	0.3645	1.7714	0.1832
BLACK_MILFREEHMTDISH	1	-0.0437	0.4188	0.0109	0.9169
BLACK_MILRETHREL	1	-0.4879	0.3911	1.5562	0.2122
API_MILPROM	1	0.2521	0.6175	0.1667	0.6831
API_MILPAY	1	0.9986	0.7179	1.9348	0.1642
API_MILEVAL	1	-1.2623	0.6971	3.2793	0.0702
API_MILTRNG	1	0.2625	0.5309	0.2445	0.6210
API_MILQOL	1	1.0587	0.8004	1.7494	0.1859
API_MILJUST	1	0.5855	0.5781	1.0258	0.3111
API_MILFREEHMTDISHTE	1	0.6080	0.5612	1.1737	0.2786
API_MILRETHREL	1	-0.5828	0.5434	1.1503	0.2835
NTVAM_MILPROM	1	-0.1785	0.3621	0.2430	0.6220
NTVAM_MILPAY	1	1.0830	0.4172	6.7378	0.0094
NTVAM_MILEVAL	1	-0.3929	0.3814	1.0612	0.3029
NTVAM_MILTRNG	1	0.5123	0.3062	2.7990	0.0943
NTVAM_MILQOL	1	0.2168	0.4228	0.2630	0.6081
NTVAM_MILJUST	1	0.3844	0.2982	1.6608	0.1975
NTVAM_MILFREEHMTDISH	1	0.2907	0.3257	0.7966	0.3721
NTVAM_MILRETHREL	1	-0.1509	0.3142	0.2306	0.6311

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.607	0.402	0.916
BLACK	0.797	0.458	1.385
API	0.665	0.362	1.223
NTVAM	0.489	0.338	0.707
MARRIED	2.419	2.001	2.925
MILPROM	1.061	0.591	1.907
MILPAY	0.429	0.216	0.850
MILEVAL	1.980	1.079	3.632
MILTRNG	0.984	0.613	1.581
MILQOL	1.722	0.882	3.360
MILJUST	0.789	0.504	1.236
MILFREEHMTDISHTE	1.246	0.768	2.022
MILRETHREL	1.068	0.675	1.693
HISP_MILPROM	1.023	0.497	2.107
HISP_MILPAY	2.892	1.261	6.630
HISP_MILEVAL	0.421	0.199	0.888
HISP_MILTRNG	1.230	0.666	2.271
HISP_MILQOL	1.175	0.522	2.643
HISP_MILJUST	1.671	0.916	3.050
HISP_MILFREEHMTDISHT	1.198	0.623	2.303

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP_MILRETHREL	0.995	0.521	1.901
BLACK_MILPROM	1.031	0.455	2.336
BLACK_MILPAY	3.134	1.271	7.727
BLACK_MILEVAL	0.806	0.339	1.915
BLACK_MILTRNG	1.091	0.529	2.252
BLACK_MILQOL	1.215	0.486	3.039
BLACK_MILJUST	1.624	0.795	3.319
BLACK_MILFREEHMTDISH	0.957	0.421	2.175
BLACK_MILRETHREL	0.614	0.285	1.321
API_MILPROM	1.287	0.384	4.317
API_MILPAY	2.715	0.665	11.087
API_MILEVAL	0.283	0.072	1.110
API_MILTRNG	1.300	0.459	3.680
API_MILQOL	2.883	0.600	13.839
API_MILJUST	1.796	0.578	5.576
API_MILFREEHMTDISHTE	1.837	0.611	5.518
API_MILRETHREL	0.558	0.192	1.620
NTVAM_MILPROM	0.837	0.411	1.701
NTVAM_MILPAY	2.954	1.304	6.691
NTVAM_MILEVAL	0.675	0.320	1.426
NTVAM_MILTRNG	1.669	0.916	3.042
NTVAM_MILQOL	1.242	0.542	2.845
NTVAM_MILJUST	1.469	0.819	2.635
NTVAM_MILFREEHMTDISH	1.337	0.706	2.532
NTVAM_MILRETHREL	0.860	0.465	1.592

Association of Predicted Probabilities and Observed Responses

Percent Concordant	69.2	Somers' D	0.396
Percent Discordant	29.6	Gamma	0.401
Percent Tied	1.2	Tau-a	0.183
Pairs	1461936	c	0.698

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	13.8604	8	0.0855
Test 2	17.6851	8	0.0237
Test 3	12.8782	8	0.1161
Test 4	11.7191	8	0.1642
Test 5	23.5979	8	0.0027

LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Classification Table

Prob Level	Correct Event	Correct Non-Event	Incorrect Event	Incorrect Non-Event	Percentages Correct	Sensitivity	Specificity	False POS	False NEG
0.420	1499	178	734	104	66.7	93.5	19.5	32.9	36.9
0.440	1480	195	717	123	66.6	92.3	21.4	32.6	38.7
0.460	1439	211	701	164	65.6	89.8	23.1	32.8	43.7
0.480	1409	249	663	194	65.9	87.9	27.3	32.0	43.8
0.500	1403	280	632	200	66.9	87.5	30.7	31.1	41.7
0.520	1314	339	573	289	65.7	82.0	37.2	30.4	46.0
0.540	1293	363	549	310	65.8	80.7	39.8	29.8	46.1
0.560	1230	389	523	373	64.4	76.7	42.7	29.8	49.0
0.580	1182	435	477	421	64.3	73.7	47.7	28.8	49.2
0.600	1153	481	431	450	65.0	71.9	52.7	27.2	48.3
0.620	1069	518	394	534	63.1	66.7	56.8	26.9	50.8
0.640	980	553	359	623	61.0	61.1	60.6	26.8	53.0
0.660	948	593	319	655	61.3	59.1	65.0	25.2	52.5
0.680	803	672	240	800	58.6	50.1	73.7	23.0	54.3
0.700	687	721	191	916	56.0	42.9	79.1	21.8	56.0
0.720	650	749	163	953	55.6	40.5	82.1	20.0	56.0

Matching the calculation ((1603/2515)=.6374), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 61% of the time.

Partial Effects LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	2515
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	1603
2	0	912

NOTE: 174 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	3296.213	3092.299
SC	3302.043	3360.480
-2 Log L	3294.213	3000.299

R-Square 0.1103 Max-rescaled R-Square 0.1511

Partial Effects LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	293.9143	45	<.0001
Score	278.1730	45	<.0001
Wald	247.8506	45	<.0001

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.1487	0.1612	0.8517	0.3561
HISP	1	-0.4993	0.2098	5.6617	0.0173
BLACK	1	-0.2274	0.2820	0.6500	0.4201
API	1	-0.4080	0.3109	1.7216	0.1895
NTVAM	1	-0.7151	0.1882	14.4416	0.0001
MARRIED	1	0.8834	0.0969	83.0710	<.0001
MILPROM	1	0.0594	0.2990	0.0395	0.8425
MILPAY	1	-0.8469	0.3490	5.8882	0.0152
MILEVAL	1	0.6829	0.3096	4.8666	0.0274
MILTRNG	1	-0.0160	0.2419	0.0044	0.9473
MILQOL	1	0.5433	0.3412	2.5359	0.1113
MILJUST	1	-0.2368	0.2291	1.0690	0.3012
MILFREEHMTDISHTE	1	0.2199	0.2471	0.7916	0.3736
MILRETHREL	1	0.0663	0.2347	0.0797	0.7777
HISP_MILPROM	1	0.0227	0.3686	0.0038	0.9509
HISP_MILPAY	1	1.0618	0.4233	6.2910	0.0121
HISP_MILEVAL	1	-0.8659	0.3813	5.1575	0.0231
HISP_MILTRNG	1	0.2069	0.3130	0.4373	0.5085
HISP_MILQOL	1	0.1610	0.4137	0.1515	0.6971
HISP_MILJUST	1	0.5136	0.3069	2.8005	0.0942
HISP_MILFREEHMTDISHT	1	0.1807	0.3334	0.2940	0.5877
HISP_MILRETHREL	1	-0.00493	0.3302	0.0002	0.9881
BLACK_MILPROM	1	0.0309	0.4172	0.0055	0.9410
BLACK_MILPAY	1	1.1422	0.4605	6.1530	0.0131
BLACK_MILEVAL	1	-0.2159	0.4415	0.2391	0.6249
BLACK_MILTRNG	1	0.0872	0.3698	0.0557	0.8135
BLACK_MILQOL	1	0.1951	0.4675	0.1742	0.6764
BLACK_MILJUST	1	0.4852	0.3645	1.7714	0.1832
BLACK_MILFREEHMTDISH	1	-0.0437	0.4188	0.0109	0.9169
BLACK_MILRETHREL	1	-0.4879	0.3911	1.5562	0.2122
API_MILPROM	1	0.2521	0.6175	0.1667	0.6831
API_MILPAY	1	0.9986	0.7179	1.9348	0.1642
API_MILEVAL	1	-1.2623	0.6971	3.2793	0.0702
API_MILTRNG	1	0.2625	0.5309	0.2445	0.6210
API_MILQOL	1	1.0587	0.8004	1.7494	0.1859
API_MILJUST	1	0.5855	0.5781	1.0258	0.3111
API_MILFREEHMTDISHTE	1	0.6080	0.5612	1.1737	0.2786
API_MILRETHREL	1	-0.5828	0.5434	1.1503	0.2835
NTVAM_MILPROM	1	-0.1785	0.3621	0.2430	0.6220
NTVAM_MILPAY	1	1.0830	0.4172	6.7378	0.0094
NTVAM_MILEVAL	1	-0.3929	0.3814	1.0612	0.3029
NTVAM_MILTRNG	1	0.5123	0.3062	2.7990	0.0943
NTVAM_MILQOL	1	0.2168	0.4228	0.2630	0.6081
NTVAM_MILJUST	1	0.3844	0.2982	1.6608	0.1975
NTVAM_MILFREEHMTDISH	1	0.2907	0.3257	0.7966	0.3721
NTVAM_MILRETHREL	1	-0.1509	0.3142	0.2306	0.6311

Partial Effects LOGISTIC REGRESSION W/ MALE OFFICER RESPONDENTS

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MILJUST	0.789	0.504	1.236
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HISP_MILTRNG	1.230	0.666	2.271
HISP_MILQOL	1.175	0.522	2.643
HISP_MILJUST	1.671	0.916	3.050
HISP_MILFREEHMTDISHT	1.198	0.623	2.303
HISP_MILRETHREL	0.995	0.521	1.901
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BLACK_MILPAY	3.134	1.271	7.727
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BLACK_MILTRNG	1.091	0.529	2.252
BLACK_MILQOL	1.215	0.486	3.039
BLACK_MILJUST	1.624	0.795	3.319
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API_MILRETHREL	0.558	0.192	1.620
NTVAM_MILPROM	0.837	0.411	1.701
NTVAM_MILPAY	2.954	1.304	6.691
NTVAM_MILEVAL	0.675	0.320	1.426
NTVAM_MILTRNG	1.669	0.916	3.042
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NTVAM_MILJUST	1.469	0.819	2.635
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Percent Discordant	29.6	Gamma	0.401
Percent Tied	1.2	Tau-a	0.183
Pairs	1461936	c	0.698

Male O Table Output with Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0	0	1	0
12	0	0	0	0	0	0	0	0	0	0	1
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0

Male O Table Output with Partial Effects (pred - base pred)

Obs	MILFREE	HMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0
13	1	0	0	0	0	0	0	0	0
14	0	1	0	0	0	0	0	0	0
15	0	0	1	0	0	0	0	0	0
16	0	0	0	1	0	0	0	0	0
17	0	0	0	0	1	0	0	0	0
18	0	0	0	0	0	1	0	0	0
19	0	0	0	0	0	0	1	0	0
20	0	0	0	0	0	0	0	1	0
21	0	0	0	0	0	0	0	0	1
22	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0

Male O Table Output with Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0
22	0	1	0	0	0	0	0	0
23	0	0	1	0	0	0	0	0
24	0	0	0	1	0	0	0	0
25	0	0	0	0	1	0	0	0
26	0	0	0	0	0	1	0	0
27	0	0	0	0	0	0	1	0
28	0	0	0	0	0	0	0	1
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male O Table Output with Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	1	0	0	0	0	0	0	0
30	0	1	0	0	0	0	0	0
31	0	0	1	0	0	0	0	0
32	0	0	0	1	0	0	0	0
33	0	0	0	0	1	0	0	0
34	0	0	0	0	0	1	0	0
35	0	0	0	0	0	0	1	0
36	0	0	0	0	0	0	0	1
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

Male O Table Output with Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	1	0	0	0	0	0	0
38	0	1	0	0	0	0	0
39	0	0	1	0	0	0	0
40	0	0	0	1	0	0	0
41	0	0	0	0	1	0	0
42	0	0	0	0	0	1	0
43	0	0	0	0	0	0	1
44	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0

Male O Table Output with Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.46288	0.00000	BASE
2	0	0	0	0.34344	-0.11944	HISP
3	0	0	0	0.40706	-0.05582	BLACK
4	0	0	0	0.36431	-0.09857	API
5	0	0	0	0.29653	-0.16635	NTVAM
6	0	0	0	0.67582	0.21294	MARRIED
7	0	0	0	0.47769	0.01481	MILPROM
8	0	0	0	0.26979	-0.19309	MILPAY
9	0	0	0	0.63046	0.16758	MILEVAL
10	0	0	0	0.45891	-0.00397	MILTRNG
11	0	0	0	0.59738	0.13450	MILQOL
12	0	0	0	0.40478	-0.05810	MILJUST
13	0	0	0	0.51778	0.05490	MILFREEHMTDISHTE
14	0	0	0	0.47939	0.01651	MILRETHREL
15	0	0	0	0.46853	0.00565	HISP_MILPROM
16	0	0	0	0.71363	0.25075	HISP_MILPAY
17	0	0	0	0.26607	-0.19681	HISP_MILEVAL
18	0	0	0	0.51455	0.05167	HISP_MILTRNG
19	0	0	0	0.50306	0.04018	HISP_MILQOL
20	0	0	0	0.59021	0.12733	HISP_MILJUST
21	0	0	0	0.50800	0.04512	HISP_MILFREEHMTDISHTE
22	0	0	0	0.46166	-0.00122	HISP_MILRETHREL
23	0	0	0	0.47057	0.00769	BLACK_MILPROM
24	0	0	0	0.72977	0.26689	BLACK_MILPAY
25	0	0	0	0.40984	-0.05304	BLACK_MILEVAL
26	0	0	0	0.48463	0.02175	BLACK_MILTRNG
27	0	0	0	0.51159	0.04871	BLACK_MILQOL
28	0	0	0	0.58332	0.12044	BLACK_MILJUST
29	0	0	0	0.45204	-0.01084	BLACK_MILFREEHMTDISHTE
30	0	0	0	0.34601	-0.11687	BLACK_MILRETHREL
31	0	0	0	0.52582	0.06294	API_MILPROM
32	0	0	0	0.70054	0.23766	API_MILPAY
33	0	0	0	0.19607	-0.26681	API_MILEVAL
34	0	0	0	0.52841	0.06553	API_MILTRNG
35	0	0	0	0.71299	0.25011	API_MILQOL
36	0	0	0	0.60748	0.14460	API_MILJUST
37	0	0	0	0.61284	0.14996	API_MILFREEHMTDISHTE
38	0	0	0	0.32486	-0.13802	API_MILRETHREL
39	0	0	0	0.41891	-0.04397	NTVAM_MILPROM
40	0	0	0	0.71794	0.25506	NTVAM_MILPAY
41	0	0	0	0.36780	-0.09508	NTVAM_MILEVAL
42	0	0	0	0.58991	0.12703	NTVAM_MILTRNG
43	0	0	0	0.51701	0.05413	NTVAM_MILQOL
44	1	0	0	0.55863	0.09575	NTVAM_MILJUST
45	0	1	0	0.53543	0.07255	NTVAM_MILFREEHMTDISHTE
46	0	0	1	0.42565	-0.03723	NTVAM_MILRETHREL

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	467
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	291
2	0	176

NOTE: 31 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP	1	0.250859	0.434254	0	1.000000
	0	0.164773	0.372034	0	1.000000
	Total	0.218415	0.413614	0	1.000000
BLACK	1	0.154639	0.362183	0	1.000000
	0	0.153409	0.361410	0	1.000000
	Total	0.154176	0.361504	0	1.000000
API	1	0.058419	0.234939	0	1.000000
	0	0.034091	0.181980	0	1.000000
	Total	0.049251	0.216623	0	1.000000
NTVAM	1	0.364261	0.482051	0	1.000000
	0	0.454545	0.499350	0	1.000000
	Total	0.398287	0.490070	0	1.000000
MARRIED	1	0.549828	0.498368	0	1.000000
	0	0.539773	0.499838	0	1.000000
	Total	0.546039	0.498410	0	1.000000
MILPROM	1	0.415808	0.493710	0	1.000000
	0	0.386364	0.488305	0	1.000000
	Total	0.404711	0.491362	0	1.000000
MILPAY	1	0.398625	0.490459	0	1.000000
	0	0.346591	0.477242	0	1.000000
	Total	0.379015	0.485662	0	1.000000
MILEVAL	1	0.319588	0.467120	0	1.000000
	0	0.278409	0.449495	0	1.000000
	Total	0.304069	0.460505	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILTRNG	1	0.570447	0.495865	0	1.000000
	0	0.477273	0.500908	0	1.000000
	Total	0.535332	0.499285	0	1.000000
MILQOL	1	0.305842	0.461557	0	1.000000
	0	0.227273	0.420266	0	1.000000
	Total	0.276231	0.447612	0	1.000000
MILJUST	1	0.326460	0.469726	0	1.000000
	0	0.312500	0.464835	0	1.000000
	Total	0.321199	0.467438	0	1.000000
MILFREEHMTDISHTE	1	0.384880	0.487405	0	1.000000
	0	0.289773	0.454951	0	1.000000
	Total	0.349036	0.477177	0	1.000000
MILRETHREL	1	0.539519	0.499294	0	1.000000
	0	0.397727	0.490825	0	1.000000
	Total	0.486081	0.500342	0	1.000000
HISP_MILPROM	1	0.134021	0.341261	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.115632	0.320126	0	1.000000
HISP_MILPAY	1	0.127148	0.333712	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.107066	0.309529	0	1.000000
HISP_MILEVAL	1	0.079038	0.270263	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.068522	0.252911	0	1.000000
HISP_MILTRNG	1	0.154639	0.362183	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.117773	0.322685	0	1.000000
HISP_MILQOL	1	0.089347	0.285735	0	1.000000
	0	0.022727	0.149458	0	1.000000
	Total	0.064240	0.245443	0	1.000000
HISP_MILJUST	1	0.103093	0.304604	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.083512	0.276951	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILFREEHMTDISHTE	1	0.106529	0.309045	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.085653	0.280151	0	1.000000
HISP_MILRETHREL	1	0.151203	0.358864	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.122056	0.327701	0	1.000000
BLACK_MILPROM	1	0.085911	0.280715	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.085653	0.280151	0	1.000000
BLACK_MILPAY	1	0.089347	0.285735	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.087794	0.283299	0	1.000000
BLACK_MILEVAL	1	0.065292	0.247466	0	1.000000
	0	0.039773	0.195982	0	1.000000
	Total	0.055675	0.229538	0	1.000000
BLACK_MILTRNG	1	0.103093	0.304604	0	1.000000
	0	0.096591	0.296243	0	1.000000
	Total	0.100642	0.301177	0	1.000000
BLACK_MILQOL	1	0.065292	0.247466	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.062099	0.241593	0	1.000000
BLACK_MILJUST	1	0.061856	0.241308	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.059957	0.237662	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.054983	0.228339	0	1.000000
	0	0.034091	0.181980	0	1.000000
	Total	0.047109	0.212100	0	1.000000
BLACK_MILRETHREL	1	0.075601	0.264815	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.074946	0.263587	0	1.000000
API_MILPROM	1	0.017182	0.130173	0	1.000000
	0	0.011364	0.106295	0	1.000000
	Total	0.014989	0.121640	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
API_MILPAY	1	0.027491	0.163792	0	1.000000
	0	0.011364	0.106295	0	1.000000
	Total	0.021413	0.144913	0	1.000000
API_MILEVAL	1	0.020619	0.142348	0	1.000000
	0	0.011364	0.106295	0	1.000000
	Total	0.017131	0.129897	0	1.000000
API_MILTRNG	1	0.034364	0.182477	0	1.000000
	0	0.017045	0.129810	0	1.000000
	Total	0.027837	0.164683	0	1.000000
API_MILQOL	1	0.024055	0.153484	0	1.000000
	0	0.011364	0.106295	0	1.000000
	Total	0.019272	0.137627	0	1.000000
API_MILJUST	1	0.020619	0.142348	0	1.000000
	0	0.005682	0.075378	0	1.000000
	Total	0.014989	0.121640	0	1.000000
API_MILFREEHMTDISHTE	1	0.020619	0.142348	0	1.000000
	0	0.005682	0.075378	0	1.000000
	Total	0.014989	0.121640	0	1.000000
API_MILRETHREL	1	0.027491	0.163792	0	1.000000
	0	0.011364	0.106295	0	1.000000
	Total	0.021413	0.144913	0	1.000000
NTVAM_MILPROM	1	0.113402	0.317630	0	1.000000
	0	0.147727	0.355842	0	1.000000
	Total	0.126338	0.332587	0	1.000000
NTVAM_MILPAY	1	0.109966	0.313386	0	1.000000
	0	0.119318	0.325087	0	1.000000
	Total	0.113490	0.317531	0	1.000000
NTVAM_MILEVAL	1	0.103093	0.304604	0	1.000000
	0	0.130682	0.338014	0	1.000000
	Total	0.113490	0.317531	0	1.000000
NTVAM_MILTRNG	1	0.185567	0.389427	0	1.000000
	0	0.204545	0.404520	0	1.000000
	Total	0.192719	0.394858	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
NTVAM_MILQOL	1	0.092784	0.290629	0	1.000000
	0	0.079545	0.271360	0	1.000000
	Total	0.087794	0.283299	0	1.000000
NTVAM_MILJUST	1	0.092784	0.290629	0	1.000000
	0	0.147727	0.355842	0	1.000000
	Total	0.113490	0.317531	0	1.000000
NTVAM_MILFREEHMTDISHTE	1	0.127148	0.333712	0	1.000000
	0	0.153409	0.361410	0	1.000000
	Total	0.137045	0.344264	0	1.000000
NTVAM_MILRETHREL	1	0.182131	0.386617	0	1.000000
	0	0.153409	0.361410	0	1.000000
	Total	0.171306	0.377180	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	620.787	661.212
SC	624.933	851.943
-2 Log L	618.787	569.212

R-Square 0.1007 Max-rescaled R-Square 0.1372

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	49.5748	45	0.2958
Score	45.2516	45	0.4614
Wald	39.8200	45	0.6906

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.0198	0.4039	0.0024	0.9608
HISP	1	0.4289	0.5460	0.6169	0.4322
BLACK	1	0.6103	0.6332	0.9289	0.3351
API	1	0.8633	0.8866	0.9482	0.3302
NTVAM	1	0.1056	0.4487	0.0554	0.8139
MARRIED	1	0.0179	0.2121	0.0071	0.9326
MILPROM	1	0.4876	0.6990	0.4867	0.4854
MILPAY	1	0.2322	0.9100	0.0651	0.7985
MILEVAL	1	0.00660	0.7023	0.0001	0.9925
MILTRNG	1	-0.0859	0.5819	0.0218	0.8827
MILQOL	1	-1.5313	0.9292	2.7159	0.0994
MILJUST	1	0.2612	0.6368	0.1682	0.6817
MILFREEHMTDISHTE	1	1.0590	0.6241	2.8792	0.0897
MILRETHREL	1	0.3409	0.5845	0.3402	0.5597
HISP_MILPROM	1	-0.9657	0.9563	1.0198	0.3126
HISP_MILPAY	1	-0.3991	1.0892	0.1343	0.7140

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
HISP_MILEVAL	1	-0.5448	1.0243	0.2829	0.5948
HISP_MILTRNG	1	1.2384	0.8296	2.2286	0.1355
HISP_MILQOL	1	2.6590	1.2310	4.6655	0.0308
HISP_MILJUST	1	-0.8239	0.9285	0.7873	0.3749
HISP_MILFREEHMTDISHT	1	-0.3492	0.9974	0.1226	0.7263
HISP_MILRETHREL	1	-0.1039	0.8598	0.0146	0.9038
BLACK_MILPROM	1	-1.0758	0.9845	1.1940	0.2745
BLACK_MILPAY	1	-0.1764	1.0903	0.0262	0.8715
BLACK_MILEVAL	1	1.0767	1.0248	1.1039	0.2934
BLACK_MILTRNG	1	-0.1849	0.8998	0.0422	0.8372
BLACK_MILQOL	1	2.0371	1.1368	3.2110	0.0731
BLACK_MILJUST	1	-0.6491	0.8887	0.5335	0.4651
BLACK_MILFREEHMTDISH	1	-0.1716	0.9552	0.0323	0.8575
BLACK_MILRETHREL	1	-0.9327	0.8710	1.1466	0.2843
API_MILPROM	1	-1.4536	2.1583	0.4536	0.5006
API_MILPAY	1	1.2794	2.0666	0.3832	0.5359
API_MILEVAL	1	-1.1834	2.3643	0.2505	0.6167
API_MILTRNG	1	0.0454	2.0090	0.0005	0.9820
API_MILQOL	1	0.5256	2.2269	0.0557	0.8134
API_MILJUST	1	1.3806	1.8900	0.5336	0.4651
API_MILFREEHMTDISHTE	1	-0.1905	2.4249	0.0062	0.9374
API_MILRETHREL	1	-0.1246	1.7810	0.0049	0.9442
NTVAM_MILPROM	1	-0.8904	0.8171	1.1876	0.2758
NTVAM_MILPAY	1	-0.0563	1.0341	0.0030	0.9566
NTVAM_MILEVAL	1	-0.3009	0.8169	0.1357	0.7126
NTVAM_MILTRNG	1	0.3088	0.7089	0.1898	0.6631
NTVAM_MILQOL	1	2.0630	1.0388	3.9441	0.0470
NTVAM_MILJUST	1	-0.9163	0.7537	1.4780	0.2241
NTVAM_MILFREEHMTDISH	1	-1.8551	0.8055	5.3045	0.0213
NTVAM_MILRETHREL	1	1.1042	0.7699	2.0572	0.1515

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	1.535	0.527	4.477
BLACK	1.841	0.532	6.368
API	2.371	0.417	13.478
NTVAM	1.111	0.461	2.678
MARRIED	1.018	0.672	1.543
MILPROM	1.628	0.414	6.409
MILPAY	1.261	0.212	7.506
MILEVAL	1.007	0.254	3.988
MILTRNG	0.918	0.293	2.871
MILQOL	0.216	0.035	1.336
MILJUST	1.298	0.373	4.523
MILFREEHMTDISHTE	2.883	0.849	9.798
MILRETHREL	1.406	0.447	4.421
HISP_MILPROM	0.381	0.058	2.481
HISP_MILPAY	0.671	0.079	5.673
HISP_MILEVAL	0.580	0.078	4.318
HISP_MILTRNG	3.450	0.679	17.538
HISP_MILQOL	14.282	1.279	159.453
HISP_MILJUST	0.439	0.071	2.707
HISP_MILFREEHMTDISHT	0.705	0.100	4.981

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP_MILRETHREL	0.901	0.167	4.861
BLACK_MILPROM	0.341	0.050	2.349
BLACK_MILPAY	0.838	0.099	7.104
BLACK_MILEVAL	2.935	0.394	21.873
BLACK_MILTRNG	0.831	0.142	4.849
BLACK_MILQOL	7.668	0.826	71.180
BLACK_MILJUST	0.523	0.092	2.982
BLACK_MILFREEHMTDISH	0.842	0.130	5.478
BLACK_MILRETHREL	0.393	0.071	2.169
API_MILPROM	0.234	0.003	16.064
API_MILPAY	3.594	0.063	206.389
API_MILEVAL	0.306	0.003	31.519
API_MILTRNG	1.046	0.020	53.671
API_MILQOL	1.691	0.022	132.991
API_MILJUST	3.977	0.098	161.569
API_MILFREEHMTDISHTE	0.827	0.007	95.800
API_MILRETHREL	0.883	0.027	28.964
NTVAM_MILPROM	0.410	0.083	2.036
NTVAM_MILPAY	0.945	0.125	7.175
NTVAM_MILEVAL	0.740	0.149	3.670
NTVAM_MILTRNG	1.362	0.339	5.464
NTVAM_MILQOL	7.870	1.027	60.280
NTVAM_MILJUST	0.400	0.091	1.752
NTVAM_MILFREEHMTDISH	0.156	0.032	0.758
NTVAM_MILRETHREL	3.017	0.667	13.642

Association of Predicted Probabilities and Observed Responses

Percent Concordant	67.0	Somers' D	0.353
Percent Discordant	31.7	Gamma	0.358
Percent Tied	1.3	Tau-a	0.166
Pairs	51216	c	0.677

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	7.1589	8	0.5196
Test 2	10.1429	8	0.2551
Test 3	5.9261	8	0.6555
Test 4	1.6603	8	0.9897
Test 5	10.5571	8	0.2281

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS

Classification Table

Prob Level	Correct Event	Correct Non-Event	Incorrect Event	Incorrect Non-Event	Percentages Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.460	246	22	154	45	57.4	84.5	12.5	38.5	67.2
0.480	229	24	152	62	54.2	78.7	13.6	39.9	72.1
0.500	221	27	149	70	53.1	75.9	15.3	40.3	72.2
0.520	185	41	135	106	48.4	63.6	23.3	42.2	72.1
0.540	180	73	103	111	54.2	61.9	41.5	36.4	60.3
0.560	173	83	93	118	54.8	59.5	47.2	35.0	58.7
0.580	163	83	93	128	52.7	56.0	47.2	36.3	60.7
0.600	142	88	88	149	49.3	48.8	50.0	38.3	62.9
0.620	134	96	80	157	49.3	46.0	54.5	37.4	62.1
0.640	127	111	65	164	51.0	43.6	63.1	33.9	59.6
0.660	112	114	62	179	48.4	38.5	64.8	35.6	61.1
0.680	101	118	58	190	46.9	34.7	67.0	36.5	61.7

Matching the calculation ((291/467)=.6231), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 49% of the time.

Partial Effects LOGIT W/ FEMALE OFFICER RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	467
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	291
2	0	176

NOTE: 77 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	620.787	661.212
SC	624.933	851.943
-2 Log L	618.787	569.212

R-Square 0.1007 Max-rescaled R-Square 0.1372

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	49.5748	45	0.2958
Score	45.2516	45	0.4614
Wald	39.8200	45	0.6906

Partial Effects LOGIT W/ FEMALE OFFICER RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.0198	0.4039	0.0024	0.9608
HISP	1	0.4289	0.5460	0.6169	0.4322
BLACK	1	0.6103	0.6332	0.9289	0.3351
API	1	0.8633	0.8866	0.9482	0.3302
NTVAM	1	0.1056	0.4487	0.0554	0.8139
MARRIED	1	0.0179	0.2121	0.0071	0.9326
MILPROM	1	0.4876	0.6990	0.4867	0.4854
MILPAY	1	0.2322	0.9100	0.0651	0.7985
MILEVAL	1	0.00660	0.7023	0.0001	0.9925
MILTRNG	1	-0.0859	0.5819	0.0218	0.8827
MILQOL	1	-1.5313	0.9292	2.7159	0.0994
MILJUST	1	0.2612	0.6368	0.1682	0.6817
MILFREEHMTDISHTE	1	1.0590	0.6241	2.8792	0.0897
MILRETHREL	1	0.3409	0.5845	0.3402	0.5597
HISP_MILPROM	1	-0.9657	0.9563	1.0198	0.3126
HISP_MILPAY	1	-0.3991	1.0892	0.1343	0.7140
HISP_MILEVAL	1	-0.5448	1.0243	0.2829	0.5948
HISP_MILTRNG	1	1.2384	0.8296	2.2286	0.1355
HISP_MILQOL	1	2.6590	1.2310	4.6655	0.0308
HISP_MILJUST	1	-0.8239	0.9285	0.7873	0.3749
HISP_MILFREEHMTDISHT	1	-0.3492	0.9974	0.1226	0.7263
HISP_MILRETHREL	1	-0.1039	0.8598	0.0146	0.9038
BLACK_MILPROM	1	-1.0758	0.9845	1.1940	0.2745
BLACK_MILPAY	1	-0.1764	1.0903	0.0262	0.8715
BLACK_MILEVAL	1	1.0767	1.0248	1.1039	0.2934
BLACK_MILTRNG	1	-0.1849	0.8998	0.0422	0.8372
BLACK_MILQOL	1	2.0371	1.1368	3.2110	0.0731
BLACK_MILJUST	1	-0.6491	0.8887	0.5335	0.4651
BLACK_MILFREEHMTDISH	1	-0.1716	0.9552	0.0323	0.8575
BLACK_MILRETHREL	1	-0.9327	0.8710	1.1466	0.2843
API_MILPROM	1	-1.4536	2.1583	0.4536	0.5006
API_MILPAY	1	1.2794	2.0666	0.3832	0.5359
API_MILEVAL	1	-1.1834	2.3643	0.2505	0.6167
API_MILTRNG	1	0.0454	2.0090	0.0005	0.9820
API_MILQOL	1	0.5256	2.2269	0.0557	0.8134
API_MILJUST	1	1.3806	1.8900	0.5336	0.4651
API_MILFREEHMTDISHTE	1	-0.1905	2.4249	0.0062	0.9374
API_MILRETHREL	1	-0.1246	1.7810	0.0049	0.9442
NTVAM_MILPROM	1	-0.8904	0.8171	1.1876	0.2758
NTVAM_MILPAY	1	-0.0563	1.0341	0.0030	0.9566
NTVAM_MILEVAL	1	-0.3009	0.8169	0.1357	0.7126
NTVAM_MILTRNG	1	0.3088	0.7089	0.1898	0.6631
NTVAM_MILQOL	1	2.0630	1.0388	3.9441	0.0470
NTVAM_MILJUST	1	-0.9163	0.7537	1.4780	0.2241
NTVAM_MILFREEHMTDISH	1	-1.8551	0.8055	5.3045	0.0213
NTVAM_MILRETHREL	1	1.1042	0.7699	2.0572	0.1515

Partial Effects LOGIT W/ FEMALE OFFICER RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	1.535	0.527	4.477
BLACK	1.841	0.532	6.368
API	2.371	0.417	13.478
NTVAM	1.111	0.461	2.678
MARRIED	1.018	0.672	1.543
MILPROM	1.628	0.414	6.409
MILPAY	1.261	0.212	7.506
MILEVAL	1.007	0.254	3.988
MILTRNG	0.918	0.293	2.871
MILQOL	0.216	0.035	1.336
MILJUST	1.298	0.373	4.523
MILFREEHMTDISHTE	2.883	0.849	9.798
MILRETHREL	1.406	0.447	4.421
HISP_MILPROM	0.381	0.058	2.481
HISP_MILPAY	0.671	0.079	5.673
HISP_MILEVAL	0.580	0.078	4.318
HISP_MILTRNG	3.450	0.679	17.538
HISP_MILQOL	14.282	1.279	159.453
HISP_MILJUST	0.439	0.071	2.707
HISP_MILFREEHMTDISHT	0.705	0.100	4.981
HISP_MILRETHREL	0.901	0.167	4.861
BLACK_MILPROM	0.341	0.050	2.349
BLACK_MILPAY	0.838	0.099	7.104
BLACK_MILEVAL	2.935	0.394	21.873
BLACK_MILTRNG	0.831	0.142	4.849
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API_MILJUST	3.977	0.098	161.569
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API_MILRETHREL	0.883	0.027	28.964
NTVAM_MILPROM	0.410	0.083	2.036
NTVAM_MILPAY	0.945	0.125	7.175
NTVAM_MILEVAL	0.740	0.149	3.670
NTVAM_MILTRNG	1.362	0.339	5.464
NTVAM_MILQOL	7.870	1.027	60.280
NTVAM_MILJUST	0.400	0.091	1.752
NTVAM_MILFREEHMTDISH	0.156	0.032	0.758
NTVAM_MILRETHREL	3.017	0.667	13.642

Association of Predicted Probabilities and Observed Responses

Percent Concordant	67.0	Somers' D	0.353
Percent Discordant	31.7	Gamma	0.358
Percent Tied	1.3	Tau-a	0.166
Pairs	51216	c	0.677

FEM O Table Output with Partial Effects (pred - base pred)

Obs	HISP	BLACK	API	NTVAM	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0	0
9	0	0	0	0	0	0	0	1	0	0	0
10	0	0	0	0	0	0	0	0	1	0	0
11	0	0	0	0	0	0	0	0	0	1	0
12	0	0	0	0	0	0	0	0	0	0	1
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0	0	0	0

FEM O Table Output with Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	1	0	0	0	0	0	0	0
14	0	1	0	0	0	0	0	0
15	0	0	1	0	0	0	0	0
16	0	0	0	1	0	0	0	0
17	0	0	0	0	1	0	0	0
18	0	0	0	0	0	1	0	0
19	0	0	0	0	0	0	1	0
20	0	0	0	0	0	0	0	1
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

FEM O Table Output with Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	1	0	0	0	0	0	0	0
22	0	1	0	0	0	0	0	0
23	0	0	1	0	0	0	0	0
24	0	0	0	1	0	0	0	0
25	0	0	0	0	1	0	0	0
26	0	0	0	0	0	1	0	0
27	0	0	0	0	0	0	1	0
28	0	0	0	0	0	0	0	1
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

FEM O Table Output with Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	API_ MILPROM	API_ MILPAY	API_ MILEVAL	API_ MILTRNG	API_ MILQOL	API_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	1	0	0	0	0	0	0	0
30	0	1	0	0	0	0	0	0
31	0	0	1	0	0	0	0	0
32	0	0	0	1	0	0	0	0
33	0	0	0	0	1	0	0	0
34	0	0	0	0	0	1	0	0
35	0	0	0	0	0	0	1	0
36	0	0	0	0	0	0	0	1
37	0	0	0	0	0	0	0	0
38	0	0	0	0	0	0	0	0
39	0	0	0	0	0	0	0	0
40	0	0	0	0	0	0	0	0
41	0	0	0	0	0	0	0	0
42	0	0	0	0	0	0	0	0
43	0	0	0	0	0	0	0	0
44	0	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0	0

FEM O Table Output with Partial Effects (pred - base pred)

Obs	API_ MILFREEHMTDISHTE	API_ MILRETHREL	NTVAM_ MILPROM	NTVAM_ MILPAY	NTVAM_ MILEVAL	NTVAM_ MILTRNG	NTVAM_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	1	0	0	0	0	0	0
38	0	1	0	0	0	0	0
39	0	0	1	0	0	0	0
40	0	0	0	1	0	0	0
41	0	0	0	0	1	0	0
42	0	0	0	0	0	1	0
43	0	0	0	0	0	0	1
44	0	0	0	0	0	0	0
45	0	0	0	0	0	0	0
46	0	0	0	0	0	0	0

FEM O Table Output with Partial Effects (pred - base pred)

Obs	NTVAM_ MILJUST	NTVAM_ MILFREEHMTDISHTE	NTVAM_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.49504	0.00000	BASE
2	0	0	0	0.60085	0.10581	HISP
3	0	0	0	0.64346	0.14842	BLACK
4	0	0	0	0.69920	0.20416	API
5	0	0	0	0.52144	0.02640	NTVAM
6	0	0	0	0.49952	0.00448	MARRIED
7	0	0	0	0.61486	0.11982	MILPROM
8	0	0	0	0.55291	0.05787	MILPAY
9	0	0	0	0.49669	0.00165	MILEVAL
10	0	0	0	0.47360	-0.02144	MILTRNG
11	0	0	0	0.17492	-0.32012	MILQOL
12	0	0	0	0.56004	0.06500	MILJUST
13	0	0	0	0.73868	0.24364	MILFREEHMTDISHTE
14	0	0	0	0.57959	0.08455	MILRETHREL
15	0	0	0	0.27179	-0.22325	HISP_MILPROM
16	0	0	0	0.39677	-0.09827	HISP_MILPAY
17	0	0	0	0.36248	-0.13256	HISP_MILEVAL
18	0	0	0	0.77182	0.27678	HISP_MILTRNG
19	0	0	0	0.93334	0.43830	HISP_MILQOL
20	0	0	0	0.30075	-0.19429	HISP_MILJUST
21	0	0	0	0.40877	-0.08627	HISP_MILFREEHMTDISHTE
22	0	0	0	0.46910	-0.02594	HISP_MILRETHREL
23	0	0	0	0.25056	-0.24448	BLACK_MILPROM
24	0	0	0	0.45111	-0.04393	BLACK_MILPAY
25	0	0	0	0.74209	0.24705	BLACK_MILEVAL
26	0	0	0	0.44900	-0.04604	BLACK_MILTRNG
27	0	0	0	0.88260	0.38756	BLACK_MILQOL
28	0	0	0	0.33873	-0.15631	BLACK_MILJUST
29	0	0	0	0.45230	-0.04274	BLACK_MILFREEHMTDISHTE
30	0	0	0	0.27838	-0.21666	BLACK_MILRETHREL
31	0	0	0	0.18642	-0.30862	API_MILPROM
32	0	0	0	0.77894	0.28390	API_MILPAY
33	0	0	0	0.23090	-0.26414	API_MILEVAL
34	0	0	0	0.50639	0.01135	API_MILTRNG
35	0	0	0	0.62382	0.12878	API_MILQOL
36	0	0	0	0.79589	0.30085	API_MILJUST
37	0	0	0	0.44761	-0.04743	API_MILFREEHMTDISHTE
38	0	0	0	0.46395	-0.03109	API_MILRETHREL
39	0	0	0	0.28694	-0.20810	NTVAM_MILPROM
40	0	0	0	0.48097	-0.01407	NTVAM_MILPAY
41	0	0	0	0.42049	-0.07455	NTVAM_MILEVAL
42	0	0	0	0.57175	0.07671	NTVAM_MILTRNG
43	0	0	0	0.88526	0.39022	NTVAM_MILQOL
44	1	0	0	0.28168	-0.21336	NTVAM_MILJUST
45	0	1	0	0.13298	-0.36206	NTVAM_MILFREEHMTDISHTE
46	0	0	1	0.74732	0.25228	NTVAM_MILRETHREL

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	295
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	194
2	0	101

NOTE: 31 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Standard Deviation	Minimum	Maximum
HISP	1	0.201031	0.401808	0	1.000000
	0	0.227723	0.421454	0	1.000000
	Total	0.210169	0.408121	0	1.000000
BLACK	1	0.273196	0.446754	0	1.000000
	0	0.257426	0.439397	0	1.000000
	Total	0.267797	0.443563	0	1.000000
OTHER	1	0.257732	0.438517	0	1.000000
	0	0.326733	0.471358	0	1.000000
	Total	0.281356	0.450425	0	1.000000
MARRIED	1	0.618557	0.486998	0	1.000000
	0	0.554455	0.499505	0	1.000000
	Total	0.596610	0.491411	0	1.000000
MILPROM	1	0.309278	0.463392	0	1.000000
	0	0.188119	0.392756	0	1.000000
	Total	0.267797	0.443563	0	1.000000
MILPAY	1	0.309278	0.463392	0	1.000000
	0	0.247525	0.433727	0	1.000000
	Total	0.288136	0.453664	0	1.000000
MILEVAL	1	0.211340	0.409315	0	1.000000
	0	0.118812	0.325181	0	1.000000
	Total	0.179661	0.384557	0	1.000000
MILTRNG	1	0.469072	0.500334	0	1.000000
	0	0.366337	0.484206	0	1.000000
	Total	0.433898	0.496453	0	1.000000

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILQOL	1	0.288660	0.454312	0	1.000000
	0	0.138614	0.347267	0	1.000000
	Total	0.237288	0.426143	0	1.000000
MILJUST	1	0.247423	0.432631	0	1.000000
	0	0.168317	0.376013	0	1.000000
	Total	0.220339	0.415180	0	1.000000
MILFREEHMTDISHTE	1	0.273196	0.446754	0	1.000000
	0	0.108911	0.313081	0	1.000000
	Total	0.216949	0.412868	0	1.000000
MILRETHREL	1	0.381443	0.486998	0	1.000000
	0	0.227723	0.421454	0	1.000000
	Total	0.328814	0.470580	0	1.000000
HISP_MILPROM	1	0.067010	0.250687	0	1.000000
	0	0.059406	0.237562	0	1.000000
	Total	0.064407	0.245893	0	1.000000
HISP_MILPAY	1	0.051546	0.221681	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.047458	0.212977	0	1.000000
HISP_MILEVAL	1	0.046392	0.210876	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.044068	0.205595	0	1.000000
HISP_MILTRNG	1	0.108247	0.311497	0	1.000000
	0	0.138614	0.347267	0	1.000000
	Total	0.118644	0.323919	0	1.000000
HISP_MILQOL	1	0.061856	0.241516	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.054237	0.226870	0	1.000000
HISP_MILJUST	1	0.025773	0.158868	0	1.000000
	0	0.049505	0.218002	0	1.000000
	Total	0.033898	0.181275	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.072165	0.259430	0	1.000000
	0	0.029703	0.170613	0	1.000000
	Total	0.057627	0.233433	0	1.000000

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILRETHREL	1	0.092784	0.290879	0	1.000000
	0	0.049505	0.218002	0	1.000000
	Total	0.077966	0.268574	0	1.000000
BLACK_MILPROM	1	0.072165	0.259430	0	1.000000
	0	0.049505	0.218002	0	1.000000
	Total	0.064407	0.245893	0	1.000000
BLACK_MILPAY	1	0.108247	0.311497	0	1.000000
	0	0.099010	0.300165	0	1.000000
	Total	0.105085	0.307184	0	1.000000
BLACK_MILEVAL	1	0.061856	0.241516	0	1.000000
	0	0.009901	0.099504	0	1.000000
	Total	0.044068	0.205595	0	1.000000
BLACK_MILTRNG	1	0.123711	0.330104	0	1.000000
	0	0.099010	0.300165	0	1.000000
	Total	0.115254	0.319871	0	1.000000
BLACK_MILQOL	1	0.077320	0.267789	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.064407	0.245893	0	1.000000
BLACK_MILJUST	1	0.061856	0.241516	0	1.000000
	0	0.029703	0.170613	0	1.000000
	Total	0.050847	0.220059	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.056701	0.231869	0	1.000000
	0	0.029703	0.170613	0	1.000000
	Total	0.047458	0.212977	0	1.000000
BLACK_MILRETHREL	1	0.082474	0.275798	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.067797	0.251824	0	1.000000
OTHER_MILPROM	1	0.087629	0.283486	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.071186	0.257573	0	1.000000
OTHER_MILPAY	1	0.067010	0.250687	0	1.000000
	0	0.069307	0.255242	0	1.000000
	Total	0.067797	0.251824	0	1.000000

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
OTHER_MILEVAL	1	0.056701	0.231869	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.050847	0.220059	0	1.000000
OTHER_MILTRNG	1	0.118557	0.324103	0	1.000000
	0	0.049505	0.218002	0	1.000000
	Total	0.094915	0.293596	0	1.000000
OTHER_MILQOL	1	0.082474	0.275798	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.067797	0.251824	0	1.000000
OTHER_MILJUST	1	0.072165	0.259430	0	1.000000
	0	0.059406	0.237562	0	1.000000
	Total	0.067797	0.251824	0	1.000000
OTHER_MILFREEHMTDISHTE	1	0.056701	0.231869	0	1.000000
	0	0.039604	0.196000	0	1.000000
	Total	0.050847	0.220059	0	1.000000
OTHER_MILRETHREL	1	0.077320	0.267789	0	1.000000
	0	0.089109	0.286322	0	1.000000
	Total	0.081356	0.273845	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	381.132	403.300
SC	384.819	539.718
-2 Log L	379.132	329.300

R-Square 0.1554 Max-rescaled R-Square 0.2149

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	49.8322	36	0.0624
Score	42.2664	36	0.2185
Wald	31.9624	36	0.6611

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	0.5531	0.4506	1.5068	0.2196
HISP	1	-0.5171	0.6180	0.7002	0.4027
BLACK	1	-0.1881	0.5388	0.1219	0.7270
OTHER	1	-0.7978	0.5135	2.4137	0.1203
MARRIED	1	0.2287	0.2902	0.6212	0.4306
MILPROM	1	0.0959	1.4217	0.0046	0.9462

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
MILPAY	1	-0.2206	1.1326	0.0379	0.8455
MILEVAL	1	-2.0961	1.8241	1.3204	0.2505
MILTRNG	1	-0.5777	0.6783	0.7254	0.3944
MILQOL	1	2.4476	1.5694	2.4323	0.1189
MILJUST	1	-0.0703	1.0375	0.0046	0.9460
MILFREEHMTDISHTE	1	2.7536	1.4948	3.3936	0.0655
MILRETHREL	1	0.3969	0.8134	0.2381	0.6256
HISP_MILPROM	1	-1.2136	1.7072	0.5053	0.4772
HISP_MILPAY	1	1.0537	1.4968	0.4956	0.4814
HISP_MILEVAL	1	1.6308	2.0549	0.6298	0.4274
HISP_MILTRNG	1	0.3526	0.9527	0.1370	0.7113
HISP_MILQOL	1	-0.9813	1.7974	0.2980	0.5851
HISP_MILJUST	1	-1.8555	1.4665	1.6009	0.2058
HISP_MILFREEHMTDISHT	1	-2.1470	1.7566	1.4939	0.2216
HISP_MILRETHREL	1	1.4937	1.3027	1.3146	0.2516
BLACK_MILPROM	1	-0.2998	1.6239	0.0341	0.8535
BLACK_MILPAY	1	0.2346	1.3172	0.0317	0.8586
BLACK_MILEVAL	1	4.2999	2.2342	3.7040	0.0543
BLACK_MILTRNG	1	0.1983	0.9635	0.0423	0.8370
BLACK_MILQOL	1	-1.8069	1.7412	1.0769	0.2994
BLACK_MILJUST	1	0.6929	1.3329	0.2703	0.6032
BLACK_MILFREEHMTDISH	1	-3.3919	1.8320	3.4279	0.0641
BLACK_MILRETHREL	1	-0.2214	1.1175	0.0392	0.8430
OTHER_MILPROM	1	0.9928	1.7100	0.3371	0.5615
OTHER_MILPAY	1	-0.9744	1.4095	0.4779	0.4894
OTHER_MILEVAL	1	1.5327	2.1523	0.5071	0.4764
OTHER_MILTRNG	1	2.2581	1.0156	4.9439	0.0262
OTHER_MILQOL	1	-1.3784	1.7266	0.6373	0.4247
OTHER_MILJUST	1	0.0810	1.2968	0.0039	0.9502
OTHER_MILFREEHMTDISH	1	-2.6620	1.7739	2.2519	0.1334
OTHER_MILRETHREL	1	-0.6804	1.0732	0.4019	0.5261

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.596	0.178	2.002
BLACK	0.829	0.288	2.382
OTHER	0.450	0.165	1.232
MARRIED	1.257	0.712	2.220
MILPROM	1.101	0.068	17.856
MILPAY	0.802	0.087	7.383
MILEVAL	0.123	0.003	4.389
MILTRNG	0.561	0.149	2.121
MILQOL	11.561	0.533	250.538
MILJUST	0.932	0.122	7.122
MILFREEHMTDISHTE	15.700	0.839	293.934
MILRETHREL	1.487	0.302	7.324
HISP_MILPROM	0.297	0.010	8.435
HISP_MILPAY	2.868	0.153	53.919
HISP_MILEVAL	5.108	0.091	286.686
HISP_MILTRNG	1.423	0.220	9.205
HISP_MILQOL	0.375	0.011	12.701
HISP_MILJUST	0.156	0.009	2.770
HISP_MILFREEHMTDISHT	0.117	0.004	3.654
HISP_MILRETHREL	4.453	0.347	57.221

LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
BLACK_MILPROM	0.741	0.031	17.867
BLACK_MILPAY	1.264	0.096	16.714
BLACK_MILEVAL	73.696	0.924	>999.999
BLACK_MILTRNG	1.219	0.184	8.058
BLACK_MILQOL	0.164	0.005	4.982
BLACK_MILJUST	2.000	0.147	27.256
BLACK_MILFREEHMTDISH	0.034	<0.001	1.220
BLACK_MILRETHREL	0.801	0.090	7.162
OTHER_MILPROM	2.699	0.095	77.045
OTHER_MILPAY	0.377	0.024	5.978
OTHER_MILEVAL	4.631	0.068	314.552
OTHER_MILTRNG	9.565	1.307	70.001
OTHER_MILQOL	0.252	0.009	7.431
OTHER_MILJUST	1.084	0.085	13.772
OTHER_MILFREEHMTDISH	0.070	0.002	2.259
OTHER_MILRETHREL	0.506	0.062	4.150

Association of Predicted Probabilities and Observed Responses

Percent Concordant	72.3	Somers' D	0.467
Percent Discordant	25.6	Gamma	0.477
Percent Tied	2.1	Tau-a	0.211
Pairs	19594	c	0.733

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	5.9111	8	0.6572
Test 2	4.6047	8	0.7989
Test 3	6.3727	8	0.6056
Test 4	9.3044	8	0.3173

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.600	112	45	56	82	53.2	57.7	44.6	33.3	64.6
0.620	106	54	47	88	54.2	54.6	53.5	30.7	62.0
0.640	96	56	45	98	51.5	49.5	55.4	31.9	63.6
0.660	91	56	45	103	49.8	46.9	55.4	33.1	64.8
0.680	78	65	36	116	48.5	40.2	64.4	31.6	64.1
0.700	77	65	36	117	48.1	39.7	64.4	31.9	64.3
0.720	73	74	27	121	49.8	37.6	73.3	27.0	62.1

Matching the calculation ((194/295)=.65763), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 50% of the time.

Partial Effects LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	295
Link Function	Logit
Optimization Technique	Fisher's scoring

Partial Effects LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	194
2	0	101

NOTE: 68 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	381.132	403.300
SC	384.819	539.718
-2 Log L	379.132	329.300

R-Square 0.1554 Max-rescaled R-Square 0.2149

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	49.8322	36	0.0624
Score	42.2664	36	0.2185
Wald	31.9624	36	0.6611

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	0.5531	0.4506	1.5068	0.2196
HISP	1	-0.5171	0.6180	0.7002	0.4027
BLACK	1	-0.1881	0.5388	0.1219	0.7270
OTHER	1	-0.7978	0.5135	2.4137	0.1203
MARRIED	1	0.2287	0.2902	0.6212	0.4306
MILPROM	1	0.0959	1.4217	0.0046	0.9462
MILPAY	1	-0.2206	1.1326	0.0379	0.8455
MILEVAL	1	-2.0961	1.8241	1.3204	0.2505
MILTRNG	1	-0.5777	0.6783	0.7254	0.3944
MILQOL	1	2.4476	1.5694	2.4323	0.1189
MILJUST	1	-0.0703	1.0375	0.0046	0.9460
MILFREEHMTDISHTE	1	2.7536	1.4948	3.3936	0.0655
MILRETHREL	1	0.3969	0.8134	0.2381	0.6256
HISP_MILPROM	1	-1.2136	1.7072	0.5053	0.4772
HISP_MILPAY	1	1.0537	1.4968	0.4956	0.4814
HISP_MILEVAL	1	1.6308	2.0549	0.6298	0.4274
HISP_MILTRNG	1	0.3526	0.9527	0.1370	0.7113
HISP_MILQOL	1	-0.9813	1.7974	0.2980	0.5851
HISP_MILJUST	1	-1.8555	1.4665	1.6009	0.2058
HISP_MILFREEHMTDISHT	1	-2.1470	1.7566	1.4939	0.2216
HISP_MILRETHREL	1	1.4937	1.3027	1.3146	0.2516
BLACK_MILPROM	1	-0.2998	1.6239	0.0341	0.8535
BLACK_MILPAY	1	0.2346	1.3172	0.0317	0.8586
BLACK_MILEVAL	1	4.2999	2.2342	3.7040	0.0543
BLACK_MILTRNG	1	0.1983	0.9635	0.0423	0.8370
BLACK_MILQOL	1	-1.8069	1.7412	1.0769	0.2994
BLACK_MILJUST	1	0.6929	1.3329	0.2703	0.6032
BLACK_MILFREEHMTDISH	1	-3.3919	1.8320	3.4279	0.0641
BLACK_MILRETHREL	1	-0.2214	1.1175	0.0392	0.8430
OTHER_MILPROM	1	0.9928	1.7100	0.3371	0.5615
OTHER_MILPAY	1	-0.9744	1.4095	0.4779	0.4894

Partial Effects LOGIT W/ FEMALE E5_E9 ENLISTED RESPONDENTS

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
OTHER_MILEVAL	1	1.5327	2.1523	0.5071	0.4764
OTHER_MILTRNG	1	2.2581	1.0156	4.9439	0.0262
OTHER_MILQOL	1	-1.3784	1.7266	0.6373	0.4247
OTHER_MILJUST	1	0.0810	1.2968	0.0039	0.9502
OTHER_MILFREEHMTDISH	1	-2.6620	1.7739	2.2519	0.1334
OTHER_MILRETHREL	1	-0.6804	1.0732	0.4019	0.5261

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	0.596	0.178	2.002
BLACK	0.829	0.288	2.382
OTHER	0.450	0.165	1.232
MARRIED	1.257	0.712	2.220
MILPROM	1.101	0.068	17.856
MILPAY	0.802	0.087	7.383
MILEVAL	0.123	0.003	4.389
MILTRNG	0.561	0.149	2.121
MILQOL	11.561	0.533	250.538
MILJUST	0.932	0.122	7.122
MILFREEHMTDISHTE	15.700	0.839	293.934
MILRETHREL	1.487	0.302	7.324
HISP_MILPROM	0.297	0.010	8.435
HISP_MILPAY	2.868	0.153	53.919
HISP_MILEVAL	5.108	0.091	286.686
HISP_MILTRNG	1.423	0.220	9.205
HISP_MILQOL	0.375	0.011	12.701
HISP_MILJUST	0.156	0.009	2.770
HISP_MILFREEHMTDISHT	0.117	0.004	3.654
HISP_MILRETHREL	4.453	0.347	57.221
BLACK_MILPROM	0.741	0.031	17.867
BLACK_MILPAY	1.264	0.096	16.714
BLACK_MILEVAL	73.696	0.924	>999.999
BLACK_MILTRNG	1.219	0.184	8.058
BLACK_MILQOL	0.164	0.005	4.982
BLACK_MILJUST	2.000	0.147	27.256
BLACK_MILFREEHMTDISH	0.034	<0.001	1.220
BLACK_MILRETHREL	0.801	0.090	7.162
OTHER_MILPROM	2.699	0.095	77.045
OTHER_MILPAY	0.377	0.024	5.978
OTHER_MILEVAL	4.631	0.068	314.552
OTHER_MILTRNG	9.565	1.307	70.001
OTHER_MILQOL	0.252	0.009	7.431
OTHER_MILJUST	1.084	0.085	13.772
OTHER_MILFREEHMTDISH	0.070	0.002	2.259
OTHER_MILRETHREL	0.506	0.062	4.150

Association of Predicted Probabilities and Observed Responses

Percent Concordant	72.3	Somers' D	0.467
Percent Discordant	25.6	Gamma	0.477
Percent Tied	2.1	Tau-a	0.211
Pairs	19594	c	0.733

Female E5_E9 Table Output w/Partial Effects (pred - base pred)

Obs	HISP	BLACK	OTHER	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0
9	0	0	0	0	0	0	0	1	0	0
10	0	0	0	0	0	0	0	0	1	0
11	0	0	0	0	0	0	0	0	0	1
12	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0

Female E5_E9 Table Output w/Partial Effects (pred - base pred)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	1	0	0	0	0	0	0	0
13	0	1	0	0	0	0	0	0
14	0	0	1	0	0	0	0	0
15	0	0	0	1	0	0	0	0
16	0	0	0	0	1	0	0	0
17	0	0	0	0	0	1	0	0
18	0	0	0	0	0	0	1	0
19	0	0	0	0	0	0	0	1
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0

Female E5_E9 Table Output w/Partial Effects (pred - base pred)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	1	0	0	0	0	0	0	0
21	0	1	0	0	0	0	0	0
22	0	0	1	0	0	0	0	0
23	0	0	0	1	0	0	0	0
24	0	0	0	0	1	0	0	0
25	0	0	0	0	0	1	0	0
26	0	0	0	0	0	0	1	0
27	0	0	0	0	0	0	0	1
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0

Female E5_E9 Table Output w/Partial Effects (pred - base pred)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	OTHER_ MILPROM	OTHER_ MILPAY	OTHER_ MILEVAL	OTHER_ MILTRNG	OTHER_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	1	0	0	0	0	0	0
29	0	1	0	0	0	0	0
30	0	0	1	0	0	0	0
31	0	0	0	1	0	0	0
32	0	0	0	0	1	0	0
33	0	0	0	0	0	1	0
34	0	0	0	0	0	0	1
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0

Female E5_E9 Table Output w/Partial Effects (pred - base pred)

Obs	OTHER_ MILJUST	OTHER_ MILFREEHMTDISHTE	OTHER_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.63486	-0.00000	BASE
2	0	0	0	0.50899	-0.12587	HISP
3	0	0	0	0.59026	-0.04460	BLACK
4	0	0	0	0.43912	-0.19574	OTHER
5	0	0	0	0.68608	0.05122	MARRIED
6	0	0	0	0.65680	0.02194	MILPROM
7	0	0	0	0.58236	-0.05250	MILPAY
8	0	0	0	0.17610	-0.45876	MILEVAL
9	0	0	0	0.49385	-0.14101	MILTRNG
10	0	0	0	0.95261	0.31775	MILQOL
11	0	0	0	0.61841	-0.01645	MILJUST
12	0	0	0	0.96466	0.32980	MILFREEHMTDISHTE
13	0	0	0	0.72112	0.08626	MILRETHREL
14	0	0	0	0.34064	-0.29422	HISP_MILPROM
15	0	0	0	0.83297	0.19811	HISP_MILPAY
16	0	0	0	0.89879	0.26393	HISP_MILEVAL
17	0	0	0	0.71211	0.07725	HISP_MILTRNG
18	0	0	0	0.39456	-0.24030	HISP_MILQOL
19	0	0	0	0.21376	-0.42110	HISP_MILJUST
20	0	0	0	0.16883	-0.46603	HISP_MILFREEHMTDISHTE
21	0	0	0	0.88562	0.25076	HISP_MILRETHREL
22	0	0	0	0.56298	-0.07188	BLACK_MILPROM
23	0	0	0	0.68735	0.05249	BLACK_MILPAY
24	0	0	0	0.99226	0.35740	BLACK_MILEVAL
25	0	0	0	0.67948	0.04462	BLACK_MILTRNG
26	0	0	0	0.22204	-0.41282	BLACK_MILQOL
27	0	0	0	0.77661	0.14175	BLACK_MILJUST
28	0	0	0	0.05527	-0.57959	BLACK_MILFREEHMTDISHTE
29	0	0	0	0.58218	-0.05268	BLACK_MILRETHREL
30	0	0	0	0.82432	0.18946	OTHER_MILPROM
31	0	0	0	0.39621	-0.23865	OTHER_MILPAY
32	0	0	0	0.88951	0.25465	OTHER_MILEVAL
33	0	0	0	0.94328	0.30842	OTHER_MILTRNG
34	0	0	0	0.30465	-0.33021	OTHER_MILQOL
35	1	0	0	0.65341	0.01855	OTHER_MILJUST
36	0	1	0	0.10823	-0.52663	OTHER_MILFREEHMTDISHTE
37	0	0	1	0.46823	-0.16663	OTHER_MILRETHREL

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Model Information

Data Set	WORK.EOS96
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	467
Link Function	Logit
Optimization Technique	Fisher's scoring

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	291
2	0	176

NOTE: 31 observations were deleted due to missing values for the response or explanatory variables.

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP	1	0.250859	0.434254	0	1.000000
	0	0.164773	0.372034	0	1.000000
	Total	0.218415	0.413614	0	1.000000
BLACK	1	0.154639	0.362183	0	1.000000
	0	0.153409	0.361410	0	1.000000
	Total	0.154176	0.361504	0	1.000000
OTHER	1	0.426117	0.495363	0	1.000000
	0	0.494318	0.501394	0	1.000000
	Total	0.451820	0.498207	0	1.000000
MARRIED	1	0.549828	0.498368	0	1.000000
	0	0.539773	0.499838	0	1.000000
	Total	0.546039	0.498410	0	1.000000
MILPROM	1	0.415808	0.493710	0	1.000000
	0	0.386364	0.488305	0	1.000000
	Total	0.404711	0.491362	0	1.000000
MILPAY	1	0.398625	0.490459	0	1.000000
	0	0.346591	0.477242	0	1.000000
	Total	0.379015	0.485662	0	1.000000
MILEVAL	1	0.319588	0.467120	0	1.000000
	0	0.278409	0.449495	0	1.000000
	Total	0.304069	0.460505	0	1.000000
MILTRNG	1	0.570447	0.495865	0	1.000000
	0	0.477273	0.500908	0	1.000000
	Total	0.535332	0.499285	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
MILQOL	1	0.305842	0.461557	0	1.000000
	0	0.227273	0.420266	0	1.000000
	Total	0.276231	0.447612	0	1.000000
MILJUST	1	0.326460	0.469726	0	1.000000
	0	0.312500	0.464835	0	1.000000
	Total	0.321199	0.467438	0	1.000000
MILFREEHMTDISHTE	1	0.384880	0.487405	0	1.000000
	0	0.289773	0.454951	0	1.000000
	Total	0.349036	0.477177	0	1.000000
MILRETHREL	1	0.539519	0.499294	0	1.000000
	0	0.397727	0.490825	0	1.000000
	Total	0.486081	0.500342	0	1.000000
HISP_MILPROM	1	0.134021	0.341261	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.115632	0.320126	0	1.000000
HISP_MILPAY	1	0.127148	0.333712	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.107066	0.309529	0	1.000000
HISP_MILEVAL	1	0.079038	0.270263	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.068522	0.252911	0	1.000000
HISP_MILTRNG	1	0.154639	0.362183	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.117773	0.322685	0	1.000000
HISP_MILQOL	1	0.089347	0.285735	0	1.000000
	0	0.022727	0.149458	0	1.000000
	Total	0.064240	0.245443	0	1.000000
HISP_MILJUST	1	0.103093	0.304604	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.083512	0.276951	0	1.000000
HISP_MILFREEHMTDISHTE	1	0.106529	0.309045	0	1.000000
	0	0.051136	0.220904	0	1.000000
	Total	0.085653	0.280151	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
HISP_MILRETHREL	1	0.151203	0.358864	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.122056	0.327701	0	1.000000
BLACK_MILPROM	1	0.085911	0.280715	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.085653	0.280151	0	1.000000
BLACK_MILPAY	1	0.089347	0.285735	0	1.000000
	0	0.085227	0.280016	0	1.000000
	Total	0.087794	0.283299	0	1.000000
BLACK_MILEVAL	1	0.065292	0.247466	0	1.000000
	0	0.039773	0.195982	0	1.000000
	Total	0.055675	0.229538	0	1.000000
BLACK_MILTRNG	1	0.103093	0.304604	0	1.000000
	0	0.096591	0.296243	0	1.000000
	Total	0.100642	0.301177	0	1.000000
BLACK_MILQOL	1	0.065292	0.247466	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.062099	0.241593	0	1.000000
BLACK_MILJUST	1	0.061856	0.241308	0	1.000000
	0	0.056818	0.232155	0	1.000000
	Total	0.059957	0.237662	0	1.000000
BLACK_MILFREEHMTDISHTE	1	0.054983	0.228339	0	1.000000
	0	0.034091	0.181980	0	1.000000
	Total	0.047109	0.212100	0	1.000000
BLACK_MILRETHREL	1	0.075601	0.264815	0	1.000000
	0	0.073864	0.262295	0	1.000000
	Total	0.074946	0.263587	0	1.000000
OTHER_MILPROM	1	0.130584	0.337525	0	1.000000
	0	0.159091	0.366804	0	1.000000
	Total	0.141328	0.348733	0	1.000000
OTHER_MILPAY	1	0.137457	0.344922	0	1.000000
	0	0.130682	0.338014	0	1.000000
	Total	0.134904	0.341987	0	1.000000

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Descriptive Statistics for Continuous Variables

Variable	INTENT	Mean	Std Deviation	Minimum	Maximum
OTHER_MILEVAL	1	0.123711	0.329819	0	1.000000
	0	0.142045	0.350093	0	1.000000
	Total	0.130621	0.337347	0	1.000000
OTHER_MILTRNG	1	0.223368	0.417220	0	1.000000
	0	0.227273	0.420266	0	1.000000
	Total	0.224839	0.417924	0	1.000000
OTHER_MILQOL	1	0.116838	0.321781	0	1.000000
	0	0.090909	0.288300	0	1.000000
	Total	0.107066	0.309529	0	1.000000
OTHER_MILJUST	1	0.113402	0.317630	0	1.000000
	0	0.153409	0.361410	0	1.000000
	Total	0.128480	0.334982	0	1.000000
OTHER_MILFREEHMTDISHTE	1	0.147766	0.355480	0	1.000000
	0	0.159091	0.366804	0	1.000000
	Total	0.152034	0.359439	0	1.000000
OTHER_MILRETHREL	1	0.209622	0.407740	0	1.000000
	0	0.164773	0.372034	0	1.000000
	Total	0.192719	0.394858	0	1.000000

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	620.787	649.256
SC	624.933	802.670
-2 Log L	618.787	575.256
R-Square	0.0890	Max-rescaled R-Square 0.1212

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	43.5310	36	0.1815
Score	39.9678	36	0.2983
Wald	35.8191	36	0.4771

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.0422	0.4052	0.0108	0.9171
HISP	1	0.4317	0.5475	0.6217	0.4304
BLACK	1	0.6148	0.6344	0.9391	0.3325
OTHER	1	0.1624	0.4433	0.1343	0.7140
MARRIED	1	0.0492	0.2087	0.0556	0.8135
MILPROM	1	0.4900	0.6988	0.4917	0.4832
MILPAY	1	0.2382	0.9139	0.0679	0.7944

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Standard Error	Chi-Square	Pr > ChiSq
MILEVAL	1	0.000784	0.7036	0.0000	0.9991
MILTRNG	1	-0.0952	0.6107	0.0243	0.8762
MILQOL	1	-1.5369	0.9295	2.7339	0.0982
MILJUST	1	0.2683	0.6380	0.1768	0.6741
MILFREEHMTDISHTE	1	1.0630	0.6260	2.8828	0.0895
MILRETHREL	1	0.3488	0.5887	0.3509	0.5536
HISP_MILPROM	1	-0.9704	0.9562	1.0298	0.3102
HISP_MILPAY	1	-0.4012	1.0925	0.1349	0.7134
HISP_MILEVAL	1	-0.5474	1.0251	0.2851	0.5934
HISP_MILTRNG	1	1.2462	0.8500	2.1495	0.1426
HISP_MILQOL	1	2.6697	1.2315	4.6999	0.0302
HISP_MILJUST	1	-0.8342	0.9294	0.8056	0.3694
HISP_MILFREEHMTDISHT	1	-0.3418	0.9988	0.1171	0.7322
HISP_MILRETHREL	1	-0.1140	0.8630	0.0175	0.8949
BLACK_MILPROM	1	-1.0817	0.9844	1.2076	0.2718
BLACK_MILPAY	1	-0.1738	1.0936	0.0253	0.8737
BLACK_MILEVAL	1	1.0862	1.0254	1.1221	0.2895
BLACK_MILTRNG	1	-0.1759	0.9184	0.0367	0.8481
BLACK_MILQOL	1	2.0497	1.1371	3.2495	0.0714
BLACK_MILJUST	1	-0.6621	0.8895	0.5541	0.4566
BLACK_MILFREEHMTDISH	1	-0.1750	0.9563	0.0335	0.8548
BLACK_MILRETHREL	1	-0.9416	0.8738	1.1612	0.2812
OTHER_MILPROM	1	-0.9035	0.8021	1.2687	0.2600
OTHER_MILPAY	1	0.1116	1.0215	0.0119	0.9130
OTHER_MILEVAL	1	-0.2231	0.8038	0.0771	0.7813
OTHER_MILTRNG	1	0.2473	0.7187	0.1184	0.7307
OTHER_MILQOL	1	1.9801	1.0206	3.7640	0.0524
OTHER_MILJUST	1	-0.7334	0.7420	0.9768	0.3230
OTHER_MILFREEHMTDISH	1	-1.8129	0.7913	5.2491	0.0220
OTHER_MILRETHREL	1	0.9081	0.7486	1.4713	0.2251

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	1.540	0.527	4.503
BLACK	1.849	0.533	6.412
OTHER	1.176	0.493	2.805
MARRIED	1.050	0.698	1.581
MILPROM	1.632	0.415	6.421
MILPAY	1.269	0.212	7.610
MILEVAL	1.001	0.252	3.974
MILTRNG	0.909	0.275	3.010
MILQOL	0.215	0.035	1.330
MILJUST	1.308	0.374	4.566
MILFREEHMTDISHTE	2.895	0.849	9.875
MILRETHREL	1.417	0.447	4.494
HISP_MILPROM	0.379	0.058	2.469
HISP_MILPAY	0.669	0.079	5.697
HISP_MILEVAL	0.578	0.078	4.314
HISP_MILTRNG	3.477	0.657	18.396
HISP_MILQOL	14.436	1.292	161.317
HISP_MILJUST	0.434	0.070	2.684
HISP_MILFREEHMTDISHT	0.710	0.100	5.032
HISP_MILRETHREL	0.892	0.164	4.843
BLACK_MILPROM	0.339	0.049	2.334

LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
BLACK_MILPAY	0.840	0.099	7.168
BLACK_MILEVAL	2.963	0.397	22.107
BLACK_MILTRNG	0.839	0.139	5.074
BLACK_MILQOL	7.766	0.836	72.121
BLACK_MILJUST	0.516	0.090	2.948
BLACK_MILFREEHMTDISH	0.839	0.129	5.470
BLACK_MILRETHREL	0.390	0.070	2.162
OTHER_MILPROM	0.405	0.084	1.952
OTHER_MILPAY	1.118	0.151	8.278
OTHER_MILEVAL	0.800	0.166	3.866
OTHER_MILTRNG	1.281	0.313	5.238
OTHER_MILQOL	7.244	0.980	53.546
OTHER_MILJUST	0.480	0.112	2.056
OTHER_MILFREEHMTDISH	0.163	0.035	0.769
OTHER_MILRETHREL	2.479	0.572	10.755

Association of Predicted Probabilities and Observed Responses

Percent Concordant	65.7	Somers' D	0.327
Percent Discordant	32.9	Gamma	0.332
Percent Tied	1.4	Tau-a	0.154
Pairs	51216	c	0.664

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	7.1305	8	0.5226
Test 2	10.0641	8	0.2606
Test 3	6.0148	8	0.6456
Test 4	10.2138	8	0.2503

Classification Table

	Correct		Incorrect		Percentages				
Prob Level	Event	Non-Event	Event	Non-Event	Correct	Sensi-tivity	Speci-ficity	False POS	False NEG
0.560	174	80	96	117	54.4	59.8	45.5	35.6	59.4
0.580	162	82	94	129	52.2	55.7	46.6	36.7	61.1
0.600	150	93	83	141	52.0	51.5	52.8	35.6	60.3
0.620	137	96	80	154	49.9	47.1	54.5	36.9	61.6
0.640	122	110	66	169	49.7	41.9	62.5	35.1	60.6
0.660	109	119	57	182	48.8	37.5	67.6	34.3	60.5
0.680	102	123	53	189	48.2	35.1	69.9	34.2	60.6
0.700	98	130	46	193	48.8	33.7	73.9	31.9	59.8

Matching the calculation ((291/467)=.6231), of number of intent being yes divided by the number of observations, against the probability level, tells us that this model correctly predicts about 50% of the time.

Partial Effects LOGISTIC REGRESSION W/FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Model Information

Data Set	WORK.BOTH
Response Variable	INTENT
Number of Response Levels	2
Number of Observations	467
Link Function	Logit
Optimization Technique	Fisher's scoring

Partial Effects LOGISTIC REGRESSION W/FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Response Profile

Ordered Value	INTENT	Total Frequency
1	1	291
2	0	176

NOTE: 68 observations were deleted due to missing values for the response or explanatory variables.

Model Convergence Status: Convergence criterion (GCONV=1E-8) satisfied.

Model Fit Statistics

Criterion	Intercept Only	Intercept and Covariates
AIC	620.787	649.256
SC	624.933	802.670
-2 Log L	618.787	575.256

R-Square 0.0890 Max-rescaled R-Square 0.1212

Testing Global Null Hypothesis: BETA=0

Test	Chi-Square	DF	Pr > ChiSq
Likelihood Ratio	43.5310	36	0.1815
Score	39.9678	36	0.2983
Wald	35.8191	36	0.4771

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
Intercept	1	-0.0422	0.4052	0.0108	0.9171
HISP	1	0.4317	0.5475	0.6217	0.4304
BLACK	1	0.6148	0.6344	0.9391	0.3325
OTHER	1	0.1624	0.4433	0.1343	0.7140
MARRIED	1	0.0492	0.2087	0.0556	0.8135
MILPROM	1	0.4900	0.6988	0.4917	0.4832
MILPAY	1	0.2382	0.9139	0.0679	0.7944
MILEVAL	1	0.000784	0.7036	0.0000	0.9991
MILTRNG	1	-0.0952	0.6107	0.0243	0.8762
MILQOL	1	-1.5369	0.9295	2.7339	0.0982
MILJUST	1	0.2683	0.6380	0.1768	0.6741
MILFREEHMTDISHTE	1	1.0630	0.6260	2.8828	0.0895
MILRETHREL	1	0.3488	0.5887	0.3509	0.5536
HISP_MILPROM	1	-0.9704	0.9562	1.0298	0.3102
HISP_MILPAY	1	-0.4012	1.0925	0.1349	0.7134
HISP_MILEVAL	1	-0.5474	1.0251	0.2851	0.5934
HISP_MILTRNG	1	1.2462	0.8500	2.1495	0.1426
HISP_MILQOL	1	2.6697	1.2315	4.6999	0.0302
HISP_MILJUST	1	-0.8342	0.9294	0.8056	0.3694
HISP_MILFREEHMTDISHT	1	-0.3418	0.9988	0.1171	0.7322
HISP_MILRETHREL	1	-0.1140	0.8630	0.0175	0.8949
BLACK_MILPROM	1	-1.0817	0.9844	1.2076	0.2718
BLACK_MILPAY	1	-0.1738	1.0936	0.0253	0.8737
BLACK_MILEVAL	1	1.0862	1.0254	1.1221	0.2895
BLACK_MILTRNG	1	-0.1759	0.9184	0.0367	0.8481
BLACK_MILQOL	1	2.0497	1.1371	3.2495	0.0714
BLACK_MILJUST	1	-0.6621	0.8895	0.5541	0.4566
BLACK_MILFREEHMTDISH	1	-0.1750	0.9563	0.0335	0.8548
BLACK_MILRETHREL	1	-0.9416	0.8738	1.1612	0.2812
OTHER_MILPROM	1	-0.9035	0.8021	1.2687	0.2600
OTHER_MILPAY	1	0.1116	1.0215	0.0119	0.9130
OTHER_MILEVAL	1	-0.2231	0.8038	0.0771	0.7813

Partial Effects LOGISTIC REGRESSION W/ FEMALE OFFICER RESPONDENTS (SECOND MODEL)

Analysis of Maximum Likelihood Estimates

Parameter	DF	Estimate	Std Error	Chi-Square	Pr > ChiSq
OTHER_MILTRNG	1	0.2473	0.7187	0.1184	0.7307
OTHER_MILQOL	1	1.9801	1.0206	3.7640	0.0524
OTHER_MILJUST	1	-0.7334	0.7420	0.9768	0.3230
OTHER_MILFREEHMTDISH	1	-1.8129	0.7913	5.2491	0.0220
OTHER_MILRETHREL	1	0.9081	0.7486	1.4713	0.2251

Odds Ratio Estimates

Effect	Point Estimate	95% Wald Confidence Limits	
HISP	1.540	0.527	4.503
BLACK	1.849	0.533	6.412
OTHER	1.176	0.493	2.805
MARRIED	1.050	0.698	1.581
MILPROM	1.632	0.415	6.421
MILPAY	1.269	0.212	7.610
MILEVAL	1.001	0.252	3.974
MILTRNG	0.909	0.275	3.010
MILQOL	0.215	0.035	1.330
MILJUST	1.308	0.374	4.566
MILFREEHMTDISHTE	2.895	0.849	9.875
MILRETHREL	1.417	0.447	4.494
HISP_MILPROM	0.379	0.058	2.469
HISP_MILPAY	0.669	0.079	5.697
HISP_MILEVAL	0.578	0.078	4.314
HISP_MILTRNG	3.477	0.657	18.396
HISP_MILQOL	14.436	1.292	161.317
HISP_MILJUST	0.434	0.070	2.684
HISP_MILFREEHMTDISHT	0.710	0.100	5.032
HISP_MILRETHREL	0.892	0.164	4.843
BLACK_MILPROM	0.339	0.049	2.334
BLACK_MILPAY	0.840	0.099	7.168
BLACK_MILEVAL	2.963	0.397	22.107
BLACK_MILTRNG	0.839	0.139	5.074
BLACK_MILQOL	7.766	0.836	72.121
BLACK_MILJUST	0.516	0.090	2.948
BLACK_MILFREEHMTDISH	0.839	0.129	5.470
BLACK_MILRETHREL	0.390	0.070	2.162
OTHER_MILPROM	0.405	0.084	1.952
OTHER_MILPAY	1.118	0.151	8.278
OTHER_MILEVAL	0.800	0.166	3.866
OTHER_MILTRNG	1.281	0.313	5.238
OTHER_MILQOL	7.244	0.980	53.546
OTHER_MILJUST	0.480	0.112	2.056
OTHER_MILFREEHMTDISH	0.163	0.035	0.769
OTHER_MILRETHREL	2.479	0.572	10.755

Association of Predicted Probabilities and Observed Responses

Percent Concordant	65.7	Somers' D	0.327
Percent Discordant	32.9	Gamma	0.332
Percent Tied	1.4	Tau-a	0.154
Pairs	51216	c	0.664

Female O Table Output w/ Partial Effects (pred - base pred) (SECOND MODEL)

Obs	HISP	BLACK	OTHER	MARRIED	MILPROM	MILPAY	MILEVAL	MILTRNG	MILQOL	MILJUST
1	0	0	0	0	0	0	0	0	0	0
2	1	0	0	0	0	0	0	0	0	0
3	0	1	0	0	0	0	0	0	0	0
4	0	0	1	0	0	0	0	0	0	0
5	0	0	0	1	0	0	0	0	0	0
6	0	0	0	0	1	0	0	0	0	0
7	0	0	0	0	0	1	0	0	0	0
8	0	0	0	0	0	0	1	0	0	0
9	0	0	0	0	0	0	0	1	0	0
10	0	0	0	0	0	0	0	0	1	0
11	0	0	0	0	0	0	0	0	0	1
12	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0	0	0

Female O Table Output w/ Partial Effects (pred - base pred) (SECOND MODEL)

Obs	MILFREEHMTDISHTE	MILRETHREL	HISP_ MILPROM	HISP_ MILPAY	HISP_ MILEVAL	HISP_ MILTRNG	HISP_ MILQOL	HISP_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	1	0	0	0	0	0	0	0
13	0	1	0	0	0	0	0	0
14	0	0	1	0	0	0	0	0
15	0	0	0	1	0	0	0	0
16	0	0	0	0	1	0	0	0
17	0	0	0	0	0	1	0	0
18	0	0	0	0	0	0	1	0
19	0	0	0	0	0	0	0	1
20	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0	0
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0

Female O Table Output w/ Partial Effects (pred - base pred) (SECOND MODEL)

Obs	HISP_ MILFREEHMTDISHTE	HISP_ MILRETHREL	BLACK_ MILPROM	BLACK_ MILPAY	BLACK_ MILEVAL	BLACK_ MILTRNG	BLACK_ MILQOL	BLACK_ MILJUST
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0
20	1	0	0	0	0	0	0	0
21	0	1	0	0	0	0	0	0
22	0	0	1	0	0	0	0	0
23	0	0	0	1	0	0	0	0
24	0	0	0	0	1	0	0	0
25	0	0	0	0	0	1	0	0
26	0	0	0	0	0	0	1	0
27	0	0	0	0	0	0	0	1
28	0	0	0	0	0	0	0	0
29	0	0	0	0	0	0	0	0
30	0	0	0	0	0	0	0	0
31	0	0	0	0	0	0	0	0
32	0	0	0	0	0	0	0	0
33	0	0	0	0	0	0	0	0
34	0	0	0	0	0	0	0	0
35	0	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0	0

Female O Table Output w/ Partial Effects (pred - base pred) (SECOND MODEL)

Obs	BLACK_ MILFREEHMTDISHTE	BLACK_ MILRETHREL	OTHER_ MILPROM	OTHER_ MILPAY	OTHER_ MILEVAL	OTHER_ MILTRNG	OTHER_ MILQOL
1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
26	0	0	0	0	0	0	0
27	0	0	0	0	0	0	0
28	1	0	0	0	0	0	0
29	0	1	0	0	0	0	0
30	0	0	1	0	0	0	0
31	0	0	0	1	0	0	0
32	0	0	0	0	1	0	0
33	0	0	0	0	0	1	0
34	0	0	0	0	0	0	1
35	0	0	0	0	0	0	0
36	0	0	0	0	0	0	0
37	0	0	0	0	0	0	0

Female O Table Output w/ Partial Effects (pred - base pred) (SECOND MODEL)

Obs	OTHER_ MILJUST	OTHER_ MILFREEHMTDISHTE	OTHER_ MILRETHREL	pred	Partial_ Effect	ID
1	0	0	0	0.48946	-0.00000	BASE
2	0	0	0	0.59616	0.10670	HISP
3	0	0	0	0.63936	0.14990	BLACK
4	0	0	0	0.53003	0.04057	OTHER
5	0	0	0	0.50176	0.01230	MARRIED
6	0	0	0	0.61011	0.12065	MILPROM
7	0	0	0	0.54885	0.05939	MILPAY
8	0	0	0	0.48965	0.00019	MILEVAL
9	0	0	0	0.46572	-0.02374	MILTRNG
10	0	0	0	0.17092	-0.31854	MILQOL
11	0	0	0	0.55628	0.06682	MILJUST
12	0	0	0	0.73512	0.24566	MILFREEHMTDISHTE
13	0	0	0	0.57605	0.08659	MILRETHREL
14	0	0	0	0.26648	-0.22298	HISP_MILPROM
15	0	0	0	0.39093	-0.09853	HISP_MILPAY
16	0	0	0	0.35673	-0.13273	HISP_MILEVAL
17	0	0	0	0.76924	0.27978	HISP_MILTRNG
18	0	0	0	0.93261	0.44315	HISP_MILQOL
19	0	0	0	0.29393	-0.19553	HISP_MILJUST
20	0	0	0	0.40516	-0.08430	HISP_MILFREEHMTDISHTE
21	0	0	0	0.46102	-0.02844	HISP_MILRETHREL
22	0	0	0	0.24528	-0.24418	BLACK_MILPROM
23	0	0	0	0.44620	-0.04326	BLACK_MILPAY
24	0	0	0	0.73962	0.25016	BLACK_MILEVAL
25	0	0	0	0.44569	-0.04377	BLACK_MILTRNG
26	0	0	0	0.88159	0.39213	BLACK_MILQOL
27	0	0	0	0.33086	-0.15860	BLACK_MILJUST
28	0	0	0	0.44592	-0.04354	BLACK_MILFREEHMTDISHTE
29	0	0	0	0.27215	-0.21731	BLACK_MILRETHREL
30	0	0	0	0.27975	-0.20971	OTHER_MILPROM
31	0	0	0	0.51734	0.02788	OTHER_MILPAT
32	0	0	0	0.43406	-0.05540	OTHER_MILEVAL
33	0	0	0	0.55110	0.06164	OTHER_MILTRNG
34	0	0	0	0.87413	0.38467	OTHER_MILQOL
35	1	0	0	0.31528	-0.17418	OTHER_MILJUST
36	0	1	0	0.13528	-0.35418	OTHER_MILFREEHMTDISHTE
37	0	0	1	0.70389	0.21443	OTHER_MILRETHREL

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APPENDIX D. SPECIAL TESTS

Tests for Joint Significance

Hypotheses:

$H_O: \beta_i = 0$ Not jointly significant

H_A: At least one of the $\beta_i \neq 0$ Jointly significant

```
/*Test 1: PERCEPTIONS*/
TEST_MILPROM_MILPAY_MILEVAL_MILTRNG_MILQOL_MILJUST_MILFREEHMTDISHTE_
MILRETHREL:
TEST    MILPROM,    MILPAY,    MILEVAL,    MILTRNG,    MILQOL,    MILJUST,
MILFREEHMTDISHTE, MILRETHREL;


/* Test 2: HISP PERCEPTIONS*/
TEST_HISP_MILPROM_HISP_MILPAY_HISP_MILEVAL_HISP_MILTRNG_HISP_MILQOL_
HISP_MILJUST_HISP_MILFREEHMTDISHTE_HISP_MILRETHREL:
TEST    HISP_MILPROM,    HISP_MILPAY,    HISP_MILEVAL,    HISP_MILTRNG,
HISP_MILQOL, HISP_MILJUST, HISP_MILFREEHMTDISHTE, HISP_MILRETHREL;


/* Test 3: BLACK PERCEPTIONS*/
TEST_BLACK_MILPROM_BLACK_MILPAY_BLACK_MILEVAL_BLACK_MILTRNG_BLACK_
MILQOL_BLACK_MILJUST_BLACK_MILFREEHMTDISHTE_BLACK_MILRETHREL:
TEST BLACK_MILPROM, BLACK_MILPAY, BLACK_MILEVAL, BLACK_MILTRNG,
BLACK_MILQOL, BLACK_MILJUST, BLACK_MILFREEHMTDISHTE, BLACK_MILRETHREL;


/* Test 4: API PERCEPTIONS*/
TEST_API_MILPROM_API_MILPAY_API_MILEVAL_API_MILTRNG_API_MILQOL_API_
MILJUST_API_MILFREEHMTDISHTE_API_MILRETHREL:
TEST  API_MILPROM,  API_MILPAY,  API_MILEVAL,  API_MILTRNG,  API_MILQOL,
API_MILJUST, API_MILFREEHMTDISHTE, API_MILRETHREL;


/* Test 5: NTVAM PERCEPTIONS*/
TEST_NTVAM_MILPROM_NTVAM_MILPAY_NTVAM_MILEVAL_NTVAM_MILTRNG_NTVAM_
MILQOL_NTVAM_MILJUST_NTVAM_MILFREEHMTDISHTE_NTVAM_MILRETHREL:
TEST NTVAM_MILPROM, NTVAM_MILPAY, NTVAM_MILEVAL, NTVAM_MILTRNG,
NTVAM_MILQOL, NTVAM_MILJUST, NTVAM_MILFREEHMTDISHTE, NTVAM_MILRETHREL;


MALE E1_E4
      Linear Hypotheses Testing Results
Label      Wald Chi-Square   DF   Pr > ChiSq
Test 1         14.4973       8        0.0697  Perceptions are jointly significant.
Test 2          6.2109       8        0.6236
Test 3         11.7924       8        0.1607
Test 4          6.7243       8        0.5666
Test 5          5.9828       8        0.6492
```

MALE E5_E9

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq	
Test 1	23.5691	8	0.0027	Perceptions are jointly significant.
Test 2	2.5932	8	0.9572	
Test 3	12.3104	8	0.1379	
Test 4	8.7905	8	0.3603	
Test 5	2.8451	8	0.9437	

ALL MALE E's

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq	
Test 1	183.4104	8	<.0001	Perceptions are jointly significant.
Test 2	7.1910	8	0.5162	
Test 3	27.9825	8	0.0005	Black perceptions are jointly significant
Test 4	6.6155	8	0.5786	
Test 5	14.9907	8	0.0593	NTVAM perceptions are jointly significant

FEMALE E1_E4

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	9.4005	8	0.3096
Test 2	3.1100	8	0.9273
Test 3	4.1983	8	0.8388
Test 4	8.8277	8	0.3570
Test 5	9.5083	8	0.3012

FEMALE E5_E9 (Test 4=API & NTVAM COMBINED)

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	5.9111	8	0.6572
Test 2	4.6047	8	0.7989
Test 3	6.3727	8	0.6056
Test 4	9.3044	8	0.3173

ALL FEMALE E's

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq	
Test 1	34.1667	8	<.0001	Perceptions are jointly significant.
Test 2	6.8751	8	0.5502	
Test 3	15.2680	8	0.0541	Black perceptions are jointly significant
Test 4	4.6997	8	0.7891	
Test 5	6.3447	8	0.6087	

MALE O's

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq	
Test 1	13.8604	8	0.0855	Perceptions are jointly significant.
Test 2	17.6851	8	0.0237	HISP perceptions are jointly significant
Test 3	12.8782	8	0.1161	
Test 4	11.7191	8	0.1642	
Test 5	23.5979	8	0.0027	NTVAM perceptions are jointly significant

FEMALE O's

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	7.1589	8	0.5196
Test 2	10.1429	8	0.2551
Test 3	5.9261	8	0.6555
Test 4	1.6603	8	0.9897
Test 5	10.5571	8	0.2281

FEM O OTHER (Test 4=API & NTVAM COMBINED)

Linear Hypotheses Testing Results

Label	Wald Chi-Square	DF	Pr > ChiSq
Test 1	7.1305	8	0.5226
Test 2	10.0641	8	0.2606
Test 3	6.0148	8	0.6456
Test 4	10.2138	8	0.2503

Although it can not be determined that all of the perceptions and ethnic-perception interactions are jointly significant in all of the models, they are being kept in all of the models for continuity; but, more importantly because the researcher believes something can be learned from them.

Variance Inflation Factors Tests: ALL ENLISTED MALE RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	46	870.67425	18.92770	190.46	<.0001
Error	11028	1095.96467	0.09938		
Corrected Total	11074	1966.63892			

Root MSE	0.31525	Coeff Var	136.54095	VIF = 1.794	
Dependent Mean	0.23088	R-Square	0.4427	Adj R-Sq	0.4404

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.05234	0.00707	7.40	<.0001	0
HISP	1	-0.02333	0.00967	-2.41	0.0159	1.90848
BLACK	1	-0.02389	0.01028	-2.32	0.0201	1.83264
API	1	0.00496	0.01279	0.39	0.6979	1.59061
NTVAM	1	0.04774	0.01005	4.75	<.0001	1.95963
MARRIED	1	0.43090	0.00804	53.62	<.0001	1.35014
E1_E4	1	0.03041	0.00901	3.38	0.0007	1.10893
MILPROM	1	0.02758	0.02766	1.00	0.3187	8.49530
MILPAY	1	0.04541	0.03243	1.40	0.1614	9.52977
MILEVAL	1	0.00518	0.03055	0.17	0.8653	8.15834
MILTRNG	1	0.13048	0.02155	6.05	<.0001	7.33692
MILQOL	1	0.04929	0.03213	1.53	0.1251	8.98078
MILJUST	1	0.02116	0.02570	0.82	0.4105	6.43733
MILFREEHMTDISHTE	1	0.06605	0.02652	2.49	0.0128	7.39578
MILRETHREL	1	0.13814	0.02394	5.77	<.0001	8.26100
HISP_MILPROM	1	-0.00636	0.03969	-0.16	0.8726	4.41689
HISP_MILPAY	1	-0.05289	0.04182	-1.26	0.2060	4.30055
HISP_MILEVAL	1	0.04596	0.04285	1.07	0.2835	3.98339
HISP_MILTRNG	1	0.04410	0.03182	1.39	0.1658	3.97457
HISP_MILQOL	1	0.06609	0.04318	1.53	0.1259	3.79257
HISP_MILJUST	1	-0.02821	0.03716	-0.76	0.4479	3.14356
HISP_MILFREEHMTDISHTE	1	-0.02129	0.03943	-0.54	0.5893	3.74879
HISP_MILRETHREL	1	-0.07907	0.03673	-2.15	0.0313	4.54922
BLACK_MILPROM	1	0.02632	0.04183	0.63	0.5292	4.08408
BLACK_MILPAY	1	0.08588	0.04358	1.97	0.0488	3.75292
BLACK_MILEVAL	1	0.05542	0.04613	1.20	0.2296	3.08456
BLACK_MILTRNG	1	0.06645	0.03297	2.02	0.0439	3.89241
BLACK_MILQOL	1	-0.05923	0.04454	-1.33	0.1836	3.36009
BLACK_MILJUST	1	0.10111	0.04026	2.51	0.0120	2.74575
BLACK_MILFREEHMTDISHTE	1	-0.13827	0.04498	-3.07	0.0021	2.65505
BLACK_MILRETHREL	1	-0.06141	0.04071	-1.51	0.1314	3.81891
API_MILPROM	1	0.05444	0.05191	1.05	0.2944	3.05950
API_MILPAY	1	-0.08816	0.05873	-1.50	0.1333	2.75629
API_MILEVAL	1	0.02556	0.05781	0.44	0.6585	3.13464
API_MILTRNG	1	-0.00307	0.04199	-0.07	0.9417	2.86671
API_MILQOL	1	0.07863	0.05326	1.48	0.1399	2.74462
API_MILJUST	1	0.03171	0.05053	0.63	0.5303	2.44524
API_MILFREEHMTDISHTE	1	-0.04910	0.05313	-0.92	0.3555	3.06535
API_MILRETHREL	1	-0.08317	0.04657	-1.79	0.0742	3.63222
NTVAM_MILPROM	1	0.05073	0.03813	1.33	0.1834	4.64263
NTVAM_MILPAY	1	-0.00261	0.04089	-0.06	0.9491	4.75210
NTVAM_MILEVAL	1	-0.05243	0.04118	-1.27	0.2029	4.42893
NTVAM_MILTRNG	1	0.03852	0.02984	1.29	0.1968	4.50607
NTVAM_MILQOL	1	0.11066	0.04076	2.71	0.0066	4.81611
NTVAM_MILJUST	1	-0.05945	0.03584	-1.66	0.0972	4.05257
NTVAM_MILFREEHMTDISHTE	1	0.02577	0.03798	0.68	0.4975	4.74336
NTVAM_MILRETHREL	1	-0.09765	0.03553	-2.75	0.0060	5.21404

VIF CHECK W/ MALE ENLISTED E1_E4 RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	45	37.63347	0.83630	3.91	<.0001
Error	1539	329.04414	0.21380		
Corrected Total	1584	366.67760			

Root MSE	0.46239	Coeff Var	127.23733	VIF = 1.11433	
Dependent Mean	0.36341	R-Square	0.1026	Adj R-Sq	0.0764

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.21230	0.03554	5.97	<.0001	0
HISP	1	-0.03391	0.04536	-0.75	0.4548	3.28294
BLACK	1	0.00905	0.06246	0.14	0.8849	3.05103
API	1	0.07163	0.06062	1.18	0.2375	2.49986
NTVAM	1	0.08184	0.04643	1.76	0.0782	3.08367
MARRIED	1	0.15171	0.02500	6.07	<.0001	1.02178
MILPROM	1	-0.00632	0.07846	-0.08	0.9358	8.31884
MILPAY	1	0.14376	0.09920	1.45	0.1475	12.52514
MILEVAL	1	-0.04781	0.09627	-0.50	0.6195	10.40737
MILTRNG	1	-0.06535	0.06403	-1.02	0.3076	7.19961
MILQOL	1	0.19391	0.09619	2.02	0.0440	9.97583
MILJUST	1	0.08064	0.07211	1.12	0.2636	7.07699
MILFREEHMTDISHTE	1	-0.02622	0.08071	-0.32	0.7453	7.42848
MILRETHREL	1	0.02283	0.07256	0.31	0.7530	8.14231
HISP_MILPROM	1	0.05844	0.09800	0.60	0.5511	5.54816
HISP_MILPAY	1	-0.10806	0.11286	-0.96	0.3385	7.15881
HISP_MILEVAL	1	0.02918	0.11488	0.25	0.7996	6.10554
HISP_MILTRNG	1	0.15463	0.08052	1.92	0.0550	5.20856
HISP_MILQOL	1	-0.01472	0.11450	-0.13	0.8977	5.20544
HISP_MILJUST	1	-0.09523	0.09123	-1.04	0.2968	4.25182
HISP_MILFREEHMTDISHTE	1	0.00349	0.10234	0.03	0.9728	4.67476
HISP_MILRETHREL	1	0.02894	0.09405	0.31	0.7583	5.71927
BLACK_MILPROM	1	0.02326	0.11778	0.20	0.8435	3.20228
BLACK_MILPAY	1	0.01024	0.12844	0.08	0.9365	3.88086
BLACK_MILEVAL	1	0.19958	0.13475	1.48	0.1388	2.90681
BLACK_MILTRNG	1	0.15745	0.09870	1.60	0.1109	4.18896
BLACK_MILQOL	1	-0.28413	0.13301	-2.14	0.0328	3.22630
BLACK_MILJUST	1	0.03540	0.10981	0.32	0.7472	2.88905
BLACK_MILFREEHMTDISHTE	1	0.10751	0.13273	0.81	0.4181	2.26658
BLACK_MILRETHREL	1	0.06082	0.11823	0.51	0.6071	3.47117
API_MILPROM	1	-0.03931	0.13154	-0.30	0.7651	2.84727
API_MILPAY	1	-0.30449	0.15781	-1.93	0.0539	2.75330
API_MILEVAL	1	0.21202	0.15829	1.34	0.1806	4.01097
API_MILTRNG	1	0.15738	0.10972	1.43	0.1517	3.04196
API_MILQOL	1	-0.09163	0.13991	-0.65	0.5126	3.22112
API_MILJUST	1	0.01455	0.13182	0.11	0.9121	3.32284
API_MILFREEHMTDISHTE	1	-0.11090	0.14690	-0.75	0.4504	2.67873
API_MILRETHREL	1	0.02910	0.12362	0.24	0.8139	3.32696
NTVAM_MILPROM	1	0.04180	0.10594	0.39	0.6932	4.68810
NTVAM_MILPAY	1	-0.10681	0.11791	-0.91	0.3651	5.92109
NTVAM_MILEVAL	1	-0.10509	0.12069	-0.87	0.3840	4.80643
NTVAM_MILTRNG	1	0.14173	0.08494	1.67	0.0954	4.77278
NTVAM_MILQOL	1	0.04905	0.12002	0.41	0.6828	4.44612
NTVAM_MILJUST	1	-0.13016	0.09670	-1.35	0.1785	4.43900
NTVAM_MILFREEHMTDISHTE	1	0.00562	0.10883	0.05	0.9588	4.40672
NTVAM_MILRETHREL	1	0.06005	0.10148	0.59	0.5541	5.26103

VIF CHECK W/ MALE ENLISTED E5_E9 RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	45	27.13542	0.60301	2.95	<.0001
Error	2790	570.09836	0.20434		
Corrected Total	2835	597.23378			

Root MSE	0.45204	Coeff Var	64.71345	VIF = 1.0475559
Dependent Mean	0.69852	R-Square	0.0454	Adj R-Sq 0.0300

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.56887	0.02967	19.17	<.0001	0
HISP	1	-0.00848	0.04090	-0.21	0.8358	3.07074
BLACK	1	-0.03306	0.04404	-0.75	0.4529	3.58100
API	1	0.04658	0.05023	0.93	0.3538	2.76434
NTVAM	1	0.07201	0.03233	2.23	0.0260	3.07724
MARRIED	1	0.05826	0.02134	2.73	0.0064	1.03451
MILPROM	1	-0.02671	0.04677	-0.57	0.5680	6.42729
MILPAY	1	0.00902	0.05349	0.17	0.8662	6.94001
MILEVAL	1	0.04410	0.04987	0.88	0.3767	6.13182
MILTRNG	1	0.09693	0.03716	2.61	0.0091	4.74804
MILQOL	1	0.06646	0.05324	1.25	0.2121	7.06195
MILJUST	1	-0.03810	0.04345	-0.88	0.3806	4.81528
MILFREEHMTDISHTE	1	0.06968	0.04391	1.59	0.1127	5.68009
MILRETHREL	1	0.00346	0.04190	0.08	0.9341	5.97439
HISP_MILPROM	1	-0.01318	0.07481	-0.18	0.8601	3.91579
HISP_MILPAY	1	-0.08540	0.07732	-1.10	0.2695	3.33565
HISP_MILEVAL	1	0.05931	0.07895	0.75	0.4526	3.33729
HISP_MILTRNG	1	0.01997	0.06447	0.31	0.7567	3.93818
HISP_MILQOL	1	0.04140	0.07860	0.53	0.5985	3.36388
HISP_MILJUST	1	-0.01697	0.07058	-0.24	0.8100	2.64523
HISP_MILFREEHMTDISHTE	1	0.00557	0.07332	0.08	0.9394	3.57214
HISP_MILRETHREL	1	-0.06125	0.07082	-0.86	0.3872	4.41534
BLACK_MILPROM	1	0.07377	0.07137	1.03	0.3014	4.33225
BLACK_MILPAY	1	0.05214	0.07322	0.71	0.4765	3.67999
BLACK_MILEVAL	1	-0.01448	0.07798	-0.19	0.8527	3.17379
BLACK_MILTRNG	1	-0.06935	0.06090	-1.14	0.2549	4.43366
BLACK_MILQOL	1	-0.03824	0.07383	-0.52	0.6045	3.33346
BLACK_MILJUST	1	0.15204	0.06985	2.18	0.0296	2.70007
BLACK_MILFREEHMTDISHTE	1	-0.18662	0.07519	-2.48	0.0131	2.77189
BLACK_MILRETHREL	1	0.01348	0.06982	0.19	0.8470	4.00072
API_MILPROM	1	0.18766	0.09422	1.99	0.0465	3.29557
API_MILPAY	1	-0.05583	0.10336	-0.54	0.5891	2.86993
API_MILEVAL	1	-0.01503	0.10142	-0.15	0.8822	2.90843
API_MILTRNG	1	-0.12851	0.07787	-1.65	0.0990	3.08258
API_MILQOL	1	0.01185	0.09596	0.12	0.9018	2.68957
API_MILJUST	1	-0.02484	0.09164	-0.27	0.7863	2.17706
API_MILFREEHMTDISHTE	1	0.00386	0.09252	0.04	0.9667	3.33603
API_MILRETHREL	1	-0.12474	0.08724	-1.43	0.1529	4.31500
NTVAM_MILPROM	1	0.04854	0.06493	0.75	0.4548	4.39574
NTVAM_MILPAY	1	-0.00252	0.06953	-0.04	0.9711	4.25499
NTVAM_MILEVAL	1	0.00350	0.06921	0.05	0.9597	4.19615
NTVAM_MILTRNG	1	-0.03554	0.05305	-0.67	0.5030	4.44173
NTVAM_MILQOL	1	0.04178	0.06819	0.61	0.5401	4.75269
NTVAM_MILJUST	1	0.00184	0.06206	0.03	0.9763	3.72886
NTVAM_MILFREEHMTDISHTE	1	0.00228	0.06437	0.04	0.9717	4.67269
NTVAM_MILRETHREL	1	-0.04847	0.06205	-0.78	0.4348	5.18765

VIF CHECK W/ ALL ENLISTED FEMALE RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	46	113.05021	2.45761	25.04	<.0001
Error	2012	197.44906	0.09814		
Corrected Total	2058	310.49927			

Root MSE	0.31327	Coeff Var	169.29531	VIF = 1.573	
Dependent Mean	0.18504	R-Square	0.3641	Adj R-Sq	0.3496

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.08492	0.01957	4.34	<.0001	0
HISP	1	-0.04876	0.02437	-2.00	0.0456	2.40500
BLACK	1	-0.03490	0.02375	-1.47	0.1419	2.44887
API	1	-0.03913	0.02908	-1.35	0.1787	1.90609
NTVAM	1	-0.02522	0.02740	-0.92	0.3575	2.05733
MARRIED	1	0.26173	0.02135	12.26	<.0001	1.25484
E1_E4	1	0.08627	0.01951	4.42	<.0001	1.35489
MILPROM	1	0.01720	0.08443	0.20	0.8386	11.99256
MILPAY	1	0.05265	0.08825	0.60	0.5508	15.71739
MILEVAL	1	-0.18697	0.10258	-1.82	0.0685	12.49487
MILTRNG	1	0.14067	0.05978	2.35	0.0187	10.13920
MILQOL	1	0.04150	0.08364	0.50	0.6198	11.82583
MILJUST	1	0.26328	0.07778	3.39	0.0007	9.81880
MILFREEHMTDISHTE	1	0.04179	0.08025	0.52	0.6026	8.10749
MILRETHREL	1	0.15771	0.06516	2.42	0.0156	7.98562
HISP_MILPROM	1	-0.05505	0.10630	-0.52	0.6046	5.28775
HISP_MILPAY	1	-0.11429	0.10503	-1.09	0.2766	6.12356
HISP_MILEVAL	1	0.15805	0.12613	1.25	0.2103	5.10659
HISP_MILTRNG	1	0.11026	0.07509	1.47	0.1422	5.15476
HISP_MILQOL	1	0.15921	0.10231	1.56	0.1198	4.79717
HISP_MILJUST	1	-0.25385	0.09847	-2.58	0.0100	4.15971
HISP_MILFREEHMTDISHTE	1	0.04966	0.11628	0.43	0.6693	4.47354
HISP_MILRETHREL	1	-0.07861	0.09468	-0.83	0.4065	4.36952
BLACK_MILPROM	1	0.02279	0.10793	0.21	0.8328	4.65626
BLACK_MILPAY	1	0.06517	0.10623	0.61	0.5396	7.13058
BLACK_MILEVAL	1	0.36898	0.13318	2.77	0.0056	4.46333
BLACK_MILTRNG	1	-0.02236	0.08154	-0.27	0.7840	5.27196
BLACK_MILQOL	1	0.23868	0.10322	2.31	0.0209	4.46685
BLACK_MILJUST	1	-0.02659	0.10300	-0.26	0.7963	3.51064
BLACK_MILFREEHMTDISHTE	1	-0.23547	0.12730	-1.85	0.0645	2.94647
BLACK_MILRETHREL	1	-0.04561	0.09752	-0.47	0.6400	3.33403
API_MILPROM	1	-0.08709	0.12059	-0.72	0.4702	3.94864
API_MILPAY	1	-0.10242	0.12339	-0.83	0.4066	4.88707
API_MILEVAL	1	0.29399	0.15009	1.96	0.0503	4.99645
API_MILTRNG	1	-0.06274	0.10713	-0.59	0.5582	4.24945
API_MILQOL	1	0.22566	0.11934	1.89	0.0588	4.29003
API_MILJUST	1	-0.22572	0.12658	-1.78	0.0747	3.39351
API_MILFREEHMTDISHTE	1	0.17380	0.13088	1.33	0.1844	3.11427
API_MILRETHREL	1	-0.06297	0.11000	-0.57	0.5671	3.16551
NTVAM_MILPROM	1	0.12654	0.12235	1.03	0.3011	4.36141
NTVAM_MILPAY	1	-0.15163	0.11477	-1.32	0.1866	4.74798
NTVAM_MILEVAL	1	0.07543	0.13841	0.54	0.5858	4.05760
NTVAM_MILTRNG	1	0.20815	0.09146	2.28	0.0230	4.64306
NTVAM_MILQOL	1	0.10278	0.11725	0.88	0.3808	4.41301
NTVAM_MILJUST	1	-0.25355	0.11413	-2.22	0.0264	4.95105
NTVAM_MILFREEHMTDISHTE	1	-0.17482	0.12492	-1.40	0.1618	4.70108
NTVAM_MILRETHREL	1	0.03176	0.11602	0.27	0.7843	4.98364

VIF CHECK W/ FEMALE ENLISTED E1_E4 RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	45	17.92510	0.39834	1.76	0.0027
Error	400	90.66907	0.22667		
Corrected Total	445	108.59417			

Root MSE	0.47610	Coeff Var	113.55149	VIF = 1.197748	
Dependent Mean	0.41928	R-Square	0.1651	Adj R-Sq	0.0711

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.34350	0.07465	4.60	<.0001	0
HISP	1	-0.07054	0.09401	-0.75	0.4535	3.59097
BLACK	1	-0.05877	0.10824	-0.54	0.5875	3.68239
API	1	-0.05775	0.10820	-0.53	0.5938	3.04821
NTVAM	1	0.02352	0.10945	0.21	0.8299	3.33194
MARRIED	1	-0.00879	0.05195	-0.17	0.8657	1.16090
MILPROM	1	-0.19720	0.17833	-1.11	0.2695	11.03753
MILPAY	1	0.09408	0.23957	0.39	0.6947	24.03405
MILEVAL	1	-0.05210	0.27510	-0.19	0.8499	19.93119
MILTRNG	1	0.10574	0.14719	0.72	0.4729	10.57975
MILQOL	1	0.29846	0.21692	1.38	0.1696	17.41196
MILJUST	1	0.33094	0.19765	1.67	0.0948	14.19454
MILFREEHMTDISHTE	1	-0.40560	0.20122	-2.02	0.0445	10.29443
MILRETHREL	1	0.00660	0.15561	0.04	0.9662	8.74377
HISP_MILPROM	1	0.17984	0.21883	0.82	0.4117	5.54405
HISP_MILPAY	1	-0.22859	0.26078	-0.88	0.3813	11.41435
HISP_MILEVAL	1	0.03719	0.30987	0.12	0.9045	7.70582
HISP_MILTRNG	1	0.08824	0.17565	0.50	0.6157	6.96805
HISP_MILQOL	1	-0.16722	0.24360	-0.69	0.4928	7.32525
HISP_MILJUST	1	-0.16295	0.22968	-0.71	0.4785	7.11172
HISP_MILFREEHMTDISHTE	1	0.20785	0.27828	0.75	0.4556	5.27005
HISP_MILRETHREL	1	-0.06235	0.21449	-0.29	0.7714	4.96918
BLACK_MILPROM	1	0.36816	0.22532	1.63	0.1031	4.48202
BLACK_MILPAY	1	-0.01901	0.27027	-0.07	0.9440	9.84768
BLACK_MILEVAL	1	0.18673	0.32434	0.58	0.5651	5.41926
BLACK_MILTRNG	1	-0.04093	0.18923	-0.22	0.8289	6.64254
BLACK_MILQOL	1	0.02431	0.24855	0.10	0.9222	5.94528
BLACK_MILJUST	1	-0.15145	0.24473	-0.62	0.5364	4.56417
BLACK_MILFREEHMTDISHTE	1	-0.15940	0.33884	-0.47	0.6383	2.00786
BLACK_MILRETHREL	1	-0.09484	0.22719	-0.42	0.6766	3.30089
API_MILPROM	1	-0.00110	0.23402	-0.00	0.9963	4.17327
API_MILPAY	1	-0.11623	0.28051	-0.41	0.6788	7.57218
API_MILEVAL	1	0.31368	0.33630	0.93	0.3515	8.15860
API_MILTRNG	1	-0.07774	0.21983	-0.35	0.7238	5.96541
API_MILQOL	1	-0.07124	0.26817	-0.27	0.7907	6.06077
API_MILJUST	1	-0.32261	0.28022	-1.15	0.2503	4.37221
API_MILFREEHMTDISHTE	1	0.83916	0.28636	2.93	0.0036	4.56599
API_MILRETHREL	1	-0.20005	0.25143	-0.80	0.4267	4.56031
NTVAM_MILPROM	1	0.40118	0.24432	1.64	0.1014	4.54894
NTVAM_MILPAY	1	-0.30536	0.28589	-1.07	0.2861	9.14627
NTVAM_MILEVAL	1	-0.13772	0.32716	-0.42	0.6740	5.51377
NTVAM_MILTRNG	1	0.08408	0.20335	0.41	0.6795	6.49258
NTVAM_MILQOL	1	-0.35513	0.27950	-1.27	0.2046	7.51769
NTVAM_MILJUST	1	-0.20381	0.25663	-0.79	0.4275	7.36960
NTVAM_MILFREEHMTDISHTE	1	0.19116	0.26428	0.72	0.4699	6.16576
NTVAM_MILRETHREL	1	0.41077	0.25550	1.61	0.1087	6.28202

VIF CHECK for E5_E9 Female Enlisted Logistic Regression

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	36	9.51643	0.26435	1.20	0.2125
Error	258	56.90391	0.22056		
Corrected Total	294	66.42034			

Root MSE	0.46964	R-Square	0.1433	VIF = 1.16727
Dependent Mean	0.65763	Adj R-Sq	0.0237	
Coeff Var	71.41369			

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.63291	0.09375	6.75	<.0001	0
HISP	1	-0.12322	0.13251	-0.93	0.3533	3.89868
BLACK	1	-0.03318	0.11512	-0.29	0.7734	3.47558
OTHER	1	-0.17658	0.11028	-1.60	0.1106	3.28898
MARRIED	1	0.04373	0.06041	0.72	0.4697	1.17456
MILPROM	1	-0.06411	0.21620	-0.30	0.7671	12.25848
MILPAY	1	0.03471	0.20360	0.17	0.8648	11.37227
MILEVAL	1	-0.20391	0.24186	-0.84	0.4000	11.53150
MILTRNG	1	-0.10738	0.13522	-0.79	0.4279	6.00748
MILQOL	1	0.23931	0.20603	1.16	0.2465	10.27501
MILJUST	1	0.03489	0.17192	0.20	0.8393	6.79112
MILFREEHMTDISHTE	1	0.29075	0.17031	1.71	0.0890	6.59067
MILRETHREL	1	0.06170	0.15187	0.41	0.6849	6.80848
HISP_MILPROM	1	-0.12675	0.28184	-0.45	0.6533	6.40222
HISP_MILPAY	1	0.07133	0.27194	0.26	0.7933	4.47126
HISP_MILEVAL	1	0.10663	0.30468	0.35	0.7266	5.23035
HISP_MILTRNG	1	0.08066	0.19329	0.42	0.6768	5.22520
HISP_MILQOL	1	0.03775	0.26503	0.14	0.8868	4.81919
HISP_MILJUST	1	-0.38184	0.26100	-1.46	0.1447	2.98378
HISP_MILFREEHMTDISHTE	1	-0.18401	0.25123	-0.73	0.4646	4.58449
HISP_MILRETHREL	1	0.26905	0.23628	1.14	0.2559	5.36781
BLACK_MILPROM	1	0.00864	0.27248	0.03	0.9747	5.98410
BLACK_MILPAY	1	-0.03030	0.24598	-0.12	0.9020	7.61063
BLACK_MILEVAL	1	0.56511	0.31740	1.78	0.0762	5.67611
BLACK_MILTRNG	1	0.02216	0.19927	0.11	0.9116	5.41594
BLACK_MILQOL	1	-0.10634	0.25805	-0.41	0.6806	5.36702
BLACK_MILJUST	1	0.07358	0.23203	0.32	0.7514	3.47522
BLACK_MILFREEHMTDISHTE	1	-0.43513	0.26624	-1.63	0.1034	4.28582
BLACK_MILRETHREL	1	-0.02092	0.22185	-0.09	0.9249	4.16036
OTHER_MILPROM	1	0.24687	0.27521	0.90	0.3705	6.69794
OTHER_MILPAY	1	-0.22725	0.25109	-0.91	0.3663	5.32955
OTHER_MILEVAL	1	0.13214	0.31480	0.42	0.6750	6.39712
OTHER_MILTRNG	1	0.42651	0.19465	2.19	0.0293	4.35333
OTHER_MILQOL	1	-0.04841	0.24573	-0.20	0.8440	5.10425
OTHER_MILJUST	1	-0.04038	0.23296	-0.17	0.8625	4.58772
OTHER_MILFREEHMTDISHTE	1	-0.31112	0.24561	-1.27	0.2064	3.89393
OTHER_MILRETHREL	1	-0.12908	0.20743	-0.62	0.5343	4.30098

VIF CHECK W/ MALE OFFICER RESPONDENTS

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	45	64.29353	1.42875	6.82	<.0001
Error	2469	516.99315	0.20939		
Corrected Total	2514	581.28668			

Root MSE	0.45760	Coeff Var	71.79370	VIF = 1.124	
Dependent Mean	0.63738	R-Square	0.1106	Adj R-Sq	0.0944

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.47709	0.03492	13.66	<.0001	0
HISP	1	-0.11041	0.04569	-2.42	0.0157	4.79978
BLACK	1	-0.04618	0.06030	-0.77	0.4438	5.11816
API	1	-0.09173	0.06794	-1.35	0.1771	3.22546
NTVAM	1	-0.16704	0.04087	-4.09	<.0001	4.32602
MARRIED	1	0.19415	0.02069	9.38	<.0001	1.04466
MILPROM	1	0.01257	0.06096	0.21	0.8366	10.81119
MILPAY	1	-0.17329	0.07149	-2.42	0.0154	12.25481
MILEVAL	1	0.13667	0.06156	2.22	0.0265	10.18371
MILTRNG	1	-0.00813	0.05072	-0.16	0.8727	7.72459
MILQOL	1	0.11173	0.06709	1.67	0.0959	9.90896
MILJUST	1	-0.05025	0.04779	-1.05	0.2931	6.52018
MILFREEHMTDISHTE	1	0.04588	0.05168	0.89	0.3748	7.83714
MILRETHREL	1	0.01593	0.04998	0.32	0.7500	7.24073
HISP_MILPROM	1	0.00405	0.07569	0.05	0.9573	7.64129
HISP_MILPAY	1	0.21414	0.08663	2.47	0.0135	7.37278
HISP_MILEVAL	1	-0.17629	0.07669	-2.30	0.0216	6.52514
HISP_MILTRNG	1	0.04939	0.06603	0.75	0.4545	6.56996
HISP_MILQOL	1	0.02195	0.08148	0.27	0.7876	6.12830
HISP_MILJUST	1	0.10649	0.06381	1.67	0.0953	4.94431
HISP_MILFREEHMTDISHTE	1	0.03382	0.06980	0.48	0.6281	6.32325
HISP_MILRETHREL	1	0.00350	0.07062	0.05	0.9604	8.17400
BLACK_MILPROM	1	0.00803	0.08545	0.09	0.9251	6.65366
BLACK_MILPAY	1	0.22904	0.09278	2.47	0.0136	5.61682
BLACK_MILEVAL	1	-0.05240	0.08776	-0.60	0.5505	4.99282
BLACK_MILTRNG	1	0.02347	0.07742	0.30	0.7618	5.79360
BLACK_MILQOL	1	0.01903	0.09026	0.21	0.8331	4.48160
BLACK_MILJUST	1	0.09998	0.07394	1.35	0.1764	4.02556
BLACK_MILFREEHMTDISHTE	1	-0.00887	0.08508	-0.10	0.9170	4.69296
BLACK_MILRETHREL	1	-0.10273	0.08173	-1.26	0.2089	6.03322
API_MILPROM	1	0.04249	0.12299	0.35	0.7297	4.02460
API_MILPAY	1	0.19730	0.13621	1.45	0.1476	3.57349
API_MILEVAL	1	-0.23481	0.13577	-1.73	0.0839	4.65181
API_MILTRNG	1	0.05629	0.11033	0.51	0.6100	3.79119
API_MILQOL	1	0.13656	0.14103	0.97	0.3330	3.64702
API_MILJUST	1	0.12123	0.11479	1.06	0.2910	3.50559
API_MILFREEHMTDISHTE	1	0.13313	0.11686	1.14	0.2547	4.43809
API_MILRETHREL	1	-0.13086	0.11694	-1.12	0.2632	5.96956
NTVAM_MILPROM	1	-0.03764	0.07481	-0.50	0.6149	7.26354
NTVAM_MILPAY	1	0.22011	0.08528	2.58	0.0099	6.27717
NTVAM_MILEVAL	1	-0.07878	0.07722	-1.02	0.3077	6.34276
NTVAM_MILTRNG	1	0.12179	0.06489	1.88	0.0607	6.07343
NTVAM_MILQOL	1	0.02593	0.08232	0.31	0.7528	4.79259
NTVAM_MILJUST	1	0.08127	0.06240	1.30	0.1929	4.49634
NTVAM_MILFREEHMTDISHTE	1	0.06068	0.06841	0.89	0.3752	6.20906
NTVAM_MILRETHREL	1	-0.02880	0.06715	-0.43	0.6680	7.78862

VIF CHECK W/ FEMALE OFFICER RESPONDENTS (FIRST MODEL)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	45	10.62689	0.23615	1.00	0.4694
Error	421	99.04335	0.23526		
Corrected Total	466	109.67024			

Root MSE	0.48503	Coeff Var	77.83869	VIF = 1.107	
Dependent Mean	0.62313	R-Square	0.0969	Adj R-Sq	0.0004

Parameter Estimates

Variable	DF	Parameter Estimate	Std Err	t Value	Pr > |t|	VIF
Intercept	1	0.49941	0.09491	5.26	<.0001	0
HISP	1	0.09340	0.12532	0.75	0.4565	5.32172
BLACK	1	0.13286	0.14602	0.91	0.3634	5.51979
API	1	0.20158	0.19721	1.02	0.3073	3.61507
NTVAM	1	0.02013	0.10644	0.19	0.8501	5.38968
MARRIED	1	0.00329	0.04734	0.07	0.9447	1.10260
MILPROM	1	0.09902	0.14940	0.66	0.5078	10.67390
MILPAY	1	0.04574	0.19656	0.23	0.8161	18.05072
MILEVAL	1	0.00908	0.15460	0.06	0.9532	10.04007
MILTRNG	1	-0.02152	0.13104	-0.16	0.8697	8.47969
MILQOL	1	-0.32188	0.20082	-1.60	0.1097	16.00462
MILJUST	1	0.05805	0.14061	0.41	0.6799	8.55648
MILFREEHMTDISHTE	1	0.21874	0.13354	1.64	0.1022	8.04320
MILRETHREL	1	0.07269	0.13535	0.54	0.5915	9.08413
HISP_MILPROM	1	-0.18192	0.19866	-0.92	0.3603	8.01133
HISP_MILPAY	1	-0.08037	0.23071	-0.35	0.7277	10.10109
HISP_MILEVAL	1	-0.09949	0.21379	-0.47	0.6419	5.79105
HISP_MILTRNG	1	0.23971	0.17821	1.35	0.1793	6.55023
HISP_MILQOL	1	0.50070	0.25044	2.00	0.0462	7.48403
HISP_MILJUST	1	-0.16239	0.19911	-0.82	0.4152	6.02342
HISP_MILFREEHMTDISHTE	1	-0.10338	0.20399	-0.51	0.6126	6.46940
HISP_MILRETHREL	1	-0.01100	0.18858	-0.06	0.9535	7.56489
BLACK_MILPROM	1	-0.22254	0.21582	-1.03	0.3031	7.24093
BLACK_MILPAY	1	-0.04285	0.23918	-0.18	0.8579	9.09497
BLACK_MILEVAL	1	0.21772	0.22300	0.98	0.3295	5.19004
BLACK_MILTRNG	1	-0.02826	0.20369	-0.14	0.8897	7.45431
BLACK_MILQOL	1	0.43281	0.24964	1.73	0.0837	7.20502
BLACK_MILJUST	1	-0.13319	0.19559	-0.68	0.4963	4.28032
BLACK_MILFREEHMTDISHTE	1	-0.03490	0.20583	-0.17	0.8654	3.77514
BLACK_MILRETHREL	1	-0.20186	0.19965	-1.01	0.3126	5.48583
API_MILPROM	1	-0.26521	0.34210	-0.78	0.4386	3.43010
API_MILPAY	1	0.14850	0.36378	0.41	0.6833	5.50464
API_MILEVAL	1	-0.13259	0.33928	-0.39	0.6961	3.84742
API_MILTRNG	1	-0.04117	0.40061	-0.10	0.9182	8.62170
API_MILQOL	1	0.23942	0.35429	0.68	0.4996	4.70932
API_MILJUST	1	0.17296	0.32286	0.54	0.5924	3.05513
API_MILFREEHMTDISHTE	1	-0.09550	0.43417	-0.22	0.8260	5.52478
API_MILRETHREL	1	-0.06192	0.36926	-0.17	0.8669	5.67173
NTVAM_MILPROM	1	-0.18457	0.17791	-1.04	0.3001	6.93545
NTVAM_MILPAY	1	-0.00735	0.22609	-0.03	0.9741	10.20869
NTVAM_MILEVAL	1	-0.07122	0.18184	-0.39	0.6955	6.60356
NTVAM_MILTRNG	1	0.06830	0.16081	0.42	0.6712	7.98664
NTVAM_MILQOL	1	0.43015	0.22590	1.90	0.0576	8.11257
NTVAM_MILJUST	1	-0.20427	0.16799	-1.22	0.2247	5.63590
NTVAM_MILFREEHMTDISHTE	1	-0.37139	0.17031	-2.18	0.0298	6.80966
NTVAM_MILRETHREL	1	0.23012	0.16888	1.36	0.1737	8.03749

VIF CHECK for Female Officer Logistic Regression (Second Model)

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	36	9.38603	0.26072	1.12	0.2981
Error	430	100.28421	0.23322		
Corrected Total	466	109.67024			

Root MSE	0.48293	Coeff Var	77.50076	VIF = 1.093613	
Dependent Mean	0.62313	R-Square	0.0856	Adj R-Sq	0.0090

Parameter Estimates

Variable	DF	Parameter Estimate	Std Error	t Value	Pr > |t|	VIF
Intercept	1	0.49497	0.09496	5.21	<.0001	0
HISP	1	0.09371	0.12520	0.75	0.4546	5.35852
BLACK	1	0.13382	0.14576	0.92	0.3591	5.54782
OTHER	1	0.03467	0.10480	0.33	0.7410	5.44732
MARRIED	1	0.00949	0.04663	0.20	0.8388	1.07919
MILPROM	1	0.09967	0.14876	0.67	0.5032	10.67592
MILPAY	1	0.04634	0.19639	0.24	0.8136	18.17793
MILEVAL	1	0.00807	0.15428	0.05	0.9583	10.08599
MILTRNG	1	-0.02314	0.13598	-0.17	0.8650	9.21052
MILQOL	1	-0.32257	0.19997	-1.61	0.1075	16.00802
MILJUST	1	0.05908	0.14011	0.42	0.6735	8.57008
MILFREEHMTDISHTE	1	0.21939	0.13335	1.65	0.1007	8.09069
MILRETHREL	1	0.07423	0.13561	0.55	0.5844	9.19849
HISP_MILPROM	1	-0.18295	0.19781	-0.92	0.3555	8.01205
HISP_MILPAY	1	-0.07981	0.23029	-0.35	0.7291	10.15239
HISP_MILEVAL	1	-0.09992	0.21312	-0.47	0.6394	5.80524
HISP_MILTRNG	1	0.24086	0.18152	1.33	0.1852	6.85544
HISP_MILQOL	1	0.50178	0.24936	2.01	0.0448	7.48494
HISP_MILJUST	1	-0.16390	0.19832	-0.83	0.4090	6.02801
HISP_MILFREEHMTDISHTE	1	-0.10193	0.20336	-0.50	0.6165	6.48510
HISP_MILRETHREL	1	-0.01273	0.18837	-0.07	0.9462	7.61384
BLACK_MILPROM	1	-0.22393	0.21488	-1.04	0.2980	7.24133
BLACK_MILPAY	1	-0.04172	0.23870	-0.17	0.8613	9.13761
BLACK_MILEVAL	1	0.21944	0.22227	0.99	0.3241	5.20112
BLACK_MILTRNG	1	-0.02669	0.20639	-0.13	0.8971	7.72024
BLACK_MILQOL	1	0.43469	0.24856	1.75	0.0810	7.20553
BLACK_MILJUST	1	-0.13532	0.19482	-0.69	0.4877	4.28343
BLACK_MILFREEHMTDISHTE	1	-0.03555	0.20519	-0.17	0.8625	3.78452
BLACK_MILRETHREL	1	-0.20362	0.19936	-1.02	0.3076	5.51749
OTHER_MILPROM	1	-0.18944	0.17373	-1.09	0.2762	7.33461
OTHER_MILPAY	1	0.03132	0.22188	0.14	0.8878	11.50524
OTHER_MILEVAL	1	-0.05524	0.17813	-0.31	0.7566	7.21526
OTHER_MILTRNG	1	0.05470	0.16159	0.34	0.7351	9.11230
OTHER_MILQOL	1	0.41274	0.22105	1.87	0.0626	9.35427
OTHER_MILJUST	1	-0.16262	0.16472	-0.99	0.3241	6.08370
OTHER_MILFREEHMTDISHTE	1	-0.36627	0.16731	-2.19	0.0291	7.22634
OTHER_MILRETHREL	1	0.19125	0.16550	1.16	0.2485	8.53266

APPENDIX E. DETAILED DISCUSSION OF PARTIAL EFFECTS

A. ENLISTED MALE MODELS

Table 11. Partial Effects for Significant Variables (Enlisted Male Models), Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

	ENLISTED MALE					
	(ALL)		(E1_E4)		(E5_E9)	
	Predicted value	Partial effect	Predicted value	Partial effect	Predicted value	Partial effect
BASE CASE	0.05850	-0.00000	0.21517	-0.00000	0.56097	-0.00000
HISP	0.04113	-0.01737	-------	-------	-------	-------
BLACK	0.03817	-0.02033	-------	-------	-------	-------
NTVAM	0.08868	0.03018	0.28956	0.07439	0.63512	0.07415
MARRIED	0.43396	0.37546	0.35646	0.14129	0.62711	0.06614
E1_E4	0.08431	0.02581	-------	-------	-------	-------
MILPAY	-------	-------	0.35206	0.13689	-------	-------
MILTRNG	0.11675	0.05825	-------	-------	0.67084	0.10987
MILQOL	-------	-------	0.39446	0.17929	0.64986	0.08889
MILFREEHMTDISHTE	0.08405	0.02555	-------	-------	0.64420	0.08323
MILRETHREL	0.12117	0.06267	-------	-------	-------	-------
HISP_MILTRNG	0.08585	0.02735	0.37599	0.16082	-------	-------
HISP_MILRETHREL	0.04200	-0.01650	-------	-------	-------	-------
BLACK_MILPAY	0.10481	0.04631	-------	-------	-------	-------
BLACK_MILEVAL	-------	-------	0.41024	0.19507	-------	-------
BLACK_MILTRNG	0.10456	0.04606	0.36976	0.15459	-------	-------
BLACK_MILQOL	-------	-------	0.07128	-0.14389	-------	-------
BLACK_MILJUST	0.10204	0.04354	-------	-------	0.72911	0.16814
BLACK_MILFREEHMTDISHTE	0.02748	-0.03102	-------	-------	0.33969	-0.22128
API_MILPROM	-------	-------	-------	-------	0.75844	0.19747
API_MILPAY	-------	-------	0.06163	-0.15354	-------	-------
API_MILEVAL	-------	-------	0.41765	0.20248	-------	-------
API_MILTRNG	-------	-------	0.36849	0.15332	0.41101	-0.14996
API_MILRETHREL	0.03750	-0.02100	-------	-------	0.42342	-0.13755
NTVAM_MILTRNG	-------	-------	0.35469	0.13952	-------	-------
NTVAM_MILQOL	0.11498	0.05648	-------	-------	-------	-------
NTVAM_MILJUST	0.03993	-0.01857	0.12809	-0.08708	-------	-------
NTVAM_MILRETHREL	0.03137	-0.02713	-------	-------	-------	-------

1. Demographic and Military Control Variables

Table 11 also shows that the married variable was significant across all of the enlisted male models. According to these results, on average, all married enlisted males are .375 more likely to stay than their single counterparts. When separated into paygrade groups, junior enlisted married males, on average, were .14 more likely to stay than their

single counterparts; whereas, senior enlisted married males were .07 more likely to stay than their single counterparts.

The E1_E4 variable in the combined enlisted male model was positive and significant. From the results, junior enlisted males in this model are, on average, .026 more likely than their senior counterparts to remain on active duty.

2. Race/Ethnic Group Variables

As indicated in Table 11, the Hispanic and Black ethnic variables were only significant in the combined enlisted male model (but not in either of the other enlisted male models); Asian Pacific Islanders were not significant in any of the enlisted male models; and Native Americans were significant across all of the enlisted male models. The all enlisted male model reflected that Hispanics are .017 less likely to stay than White enlisted males; whereas, Blacks are .02 less likely to stay and Native Americans are .03 more likely to stay than their White male counterparts. In both the junior and senior enlisted male models, Native Americans were .074 more likely to stay than their White counterparts.

3. Perception Variables

Looking at the perception variables, MILPAY had a positive (.14) effect in the all in the junior enlisted male model. MILTRNG had the expected positive effect in the all male and senior enlisted male models (.058 and .11 respectively). MILQOL had a positive effect in the junior and senior enlisted male models (.18 and .09 respectively). MILFREEHMTDISHTE had positive effects in the all and senior enlisted male models (.03 and .08 respectively); but, was not significant in the junior enlisted male model. MILRETHREL had a positive effect of.06 in the all enlisted male model.

4. Interactions between race/ethnic group and perception variables

In terms of the ethnic-perception interaction variables, none were found to be significant across all of the enlisted male models; however, seven of these variables were significant in two of the three models. Only two of the eight Hispanic interaction variables, six of the eight Black interaction variables, five of the eight Asian Pacific

Islander interaction variables, and four of the eight Native American interaction variables were significant in the enlisted male models.

MILPROM had a positive effect (of .2) on Asian Pacific Islander E5-E9 males' intent to stay in the Navy. Although MILPAY had a positive effect (of .05) on the combined enlisted Black males' intent to stay on active duty, it took on a negative sign for E1-E4 enlisted Asian Pacific Islander males. MILEVAL had positive effects on junior enlisted Black and Asian Pacific Islanders males' intent to stay Navy (.2 for both). MILTRNG had positive effects on Hispanic and Black males in the all enlisted male model and on E1-E4 Hispanic, Black, Asian Pacific Islander, and Native American males' intent to stay on active duty (.03, .16, .05, .15, .15, and .14 respectively). However, as the regression results indicate, military training took on a negative sign for E5-E9 male Asian Pacific Islanders' intent to stay in the military. MILQOL had a positive (.06) effect on the intent of Native Americans in the all enlisted male model and took on a negative sign for E1-E4 Black males. MILJUST had positive effects on the intent of Black males in the all enlisted male model (.04) and the E5-E9 male model (.17), and took on a negative sign for Native Americans in the all enlisted male model and the E1-E4 male model. MILFREEHMTDISHTE took on a negative sign for Black males in the all enlisted male and the E5-E9 male models. The last of the variables to interact with the ethnic groups and impact the intent to stay Navy, MILRETHREL, took on a negative sign for Hispanic males in the all enlisted male model; Asian Pacific Islander males in the all enlisted male and E5-E9 male models; and, Native American males in the all enlisted male model.

B. ENLISTED FEMALE MODELS

Table 12 shows the partial effects for the combined Enlisted female model and for the junior enlisted (E1-E4) female model. As the table indicates, the Hispanic, Black, and API variables were significant in the all enlisted female regression; but, none of these ethnic variables were significant in the junior female model. Only one of the perception variables (MILJUST) was significant across both of these enlisted female models. Only two of the eight Hispanic interaction variables, four of the eight Black interaction variables, four of the eight Asian Pacific Islander interaction variables, and five of the

eight Native American interaction variables were significant in these enlisted female models.

Table 12. Partial Effects for Significant Variables (Enlisted Female Models), Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

	ENLISTED FEMALE			
	(ALL)		(E1_E4)	
	Predicted value	Partial effect	Predicted value	Partial effect
BASE CASE	0.08190	-0.00000	0.33525	-0.00000
HISP	0.04653	-0.03537	-------	-------
BLACK	0.05426	-0.02764	-------	-------
API	0.05446	-0.02744	-------	-------
MARRIED	0.32076	0.23886	-------	-------
E1_E4	0.15832	0.07642	-------	-------
MILEVAL	0.02737	-0.05453	-------	-------
MILTRNG	0.15417	0.07227	-------	-------
MILQOL	-------	-------	0.74199	0.40674
MILJUST	0.25939	0.17749	0.72511	0.38986
MILFREEHMTDISHTE	-------	-------	0.03765	-0.29760
MILRETHREL	0.16172	0.07982	-------	-------
HISP_MILTRNG	0.18045	0.09855	-------	-------
HISP_MILJUST	0.02227	-0.05963	-------	-------
BLACK_MILPROM	-------	-------	0.76180	0.42655
BLACK_MILEVAL	0.51334	0.43144	-------	-------
BLACK_MILQOL	0.26648	0.18458	-------	-------
BLACK_MILFREEHMTDISHTE	0.02259	-0.05931	-------	-------
API_MILEVAL	0.32712	0.24522	-------	-------
API_MILQOL	0.25556	0.17366	-------	-------
API_MILJUST	0.02329	-0.05861	-------	-------
API_MILFREEHMTDISHTE	-------	-------	0.97997	0.64472
NTVAM_MILPROM	-------	-------	0.80424	0.46899
NTVAM_MILTRNG	0.22133	0.13943	-------	-------
NTVAM_MILQOL	-------	-------	0.06751	-0.26774
NTVAM_MILJUST	0.02363	-0.05827	-------	-------
NTVAM_MILRETHREL	-------	-------	0.80120	0.46595

1. Demographic and Military Control Variables

Married enlisted females, in the all enlisted female model, are .24 more likely to stay on active duty than their single counterparts. E1-E4 females in the all enlisted female model are .08 more likely to stay than senior enlisted females.

2. Race/Ethnic Group Variables

According to the results of the partial effects, Hispanic, Black, and Asian Pacific Islander females in the all enlisted female model are, on average, .03 less likely than their White counterparts to stay in the Navy.

3. Perception Variables

Among the perception variables, MILTRNG had a positive effect in the all enlisted female model (.07), MILQOL had a positive effect in the E1-E4 female model (.41), MILJUST had a positive effect in both the all enlisted female model and the E1-E4 female model (.18 and .39 respectively), and MILRETHREL had a positive effect in the all enlisted female model (.08).

4. Interactions between race/ethnic group and perception variables

In the ethnic-perception interaction variables, MILPROM had a positive effect on E1-E4 black and Native American females' intent to stay in the Navy (.43 and .47 respectively). MILEVAL had positive effects on the intent to stay for both black and Asian/Pacific Islander females in the all enlisted female model (.43 and .25 respectively). MILTRNG had positive effects on the intent to stay for both Hispanic and Native American females in the all enlisted female model (.1 and .14 respectively). While MILQOL had positive effects on Black (.18) and Asian/Pacific Islander (.17) females' intent to stay in the military in the all enlisted female model, it took on a negative sign for Native American females in the E1-E4 female model. In the all enlisted female model, MILJUST took on negative signs for Hispanic, Asian/Pacific Islander, and Native American females. MILFREEHMTDISHTE had a positive effect (.64) on Asian/Pacific Islander females in the E1-E4 female model. The last interactive perception variable, MILRETHREL, had a positive effect (.47) on the intent of Native American females in the E1-E4 female model.

C. OFFICER MODELS

Table 13 compares the partial effects for the male and female officer models.

1. Demographic Control Variable

As Table 13 shows, the married variable has a positive effect in the male officer model which means that married male officers are .21 more likely than their single counterparts to stay on active duty. This variable was not significant in the female officer model; therefore, no conclusions can be drawn regarding the effect of marriage on female officers.

2. Racial/Ethnic Group Variables

According to these results, Hispanic, Asian/Pacific Islander, and Native American male officers are less likely than their White counterparts to stay on active duty (-.12, -.1, and -.17 respectively), ceteris perebus. Since the black variable was not significant in the male officer model, no conclusions can be inferred from this variable relative to male officers. Given that none of the race/ethnic variables were significant in the female officer model, no inferences can be drawn regarding the estimates for these variables relative to female officers.

3. Perception Variables

Only four of the eight non-interactive perception variables were significant in these officer models (MILPAY, MILEVAL, and MILQOL in the male officer model; MILQOL and MILFREEHMTDISHTE in the female officer model). Two of these variables took on a negative sign (MILPAY was negative in the male officer model and MILQOL was negative in the female officer model); whereas, the others were positive (MILEVAL and MILQOL had positive effects (.17 and .13 respectively) in the male officer model and MILFREEHMTDISHTE had a positive effect (.24) in the female officer model).

4. Interactions between race/ethnic group and perception variables

For the Hispanic interaction variables, MILPAY and MILJUST had positive effects on Hispanic male officers' intent to stay on active duty (.25 and .13 respectively); but, MILEVAL took on a negative sign for this group. MILTRNG and MILQOL had positive effects on Hispanic female officers' intent to stay on active duty (.28 and .44 respectively).

The results for Black interaction variables show that MILPAY and MILJUST had positive effects on Black male officers' intent to stay on active duty (.27 and .12 respectively). MILQOL had a positive (.39) effect on Black female officers' intent to stay on active duty.

For the Asian Pacific Islander interaction variables, MILPAY and MILQOL had positive effects on API male officers' intent to stay on active duty (.24 and .25 respectively); whereas, MILEVAL took on a negative sign for API male officers. Since

they were not significant in the female model, no inferences can be drawn regarding the effect of API interaction terms on female officers' intent to stay on active duty.

The results for Native American interaction variables show that MILPAY, MILTRNG, and MILJUST had positive effects on NTVAM male officers' intent to stay on active duty (.26, .13, and .1 respectively). MILQOL and MILRETHREL had positive effects on NTVAM female officers' intent to stay on active duty (.39 and .25 respectively); whereas, MILFREEHMTDISHTE took on a negative sign for NTVAM female officers.

Table 13. Partial Effects for Significant Variables (Officer Models), Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

	OFFICER			
	MALE		FEMALE	
	Predicted value	Partial effect	Predicted value	Partial effect
BASE CASE	0.46288	0.00000	0.49504	0.00000
HISP	0.34344	-0.11944	-------	-------
API	0.36431	-0.09857	-------	-------
NTVAM	0.29653	-0.16635	-------	-------
MARRIED	0.67582	0.21294	-------	-------
MILPAY	0.26979	-0.19309	-------	-------
MILEVAL	0.63046	0.16758	-------	-------
MILQOL	0.59738	0.13450	0.17492	-0.32012
MILFREEHMTDISHTE	-------	-------	0.73868	0.24364
HISP_MILPAY	0.71363	0.25075	-------	-------
HISP_MILEVAL	0.26607	-0.19681	-------	-------
HISP_MILTRNG	-------	-------	0.77182	0.27678
HISP_MILQOL	-------	-------	0.93334	0.43830
HISP_MILJUST	0.59021	0.12733	-------	-------
BLACK_MILPAY	0.72977	0.26689	-------	-------
BLACK_MILQOL	-------	-------	0.88260	0.38756
BLACK_MILJUST	0.58322	0.12044	-------	-------
API_MILPAY	0.70054	0.23766	-------	-------
API_MILEVAL	0.19607	-0.26681	-------	-------
API_MILQOL	0.71299	0.25011	-------	-------
NTVAM_MILPAY	0.71794	0.25506	-------	-------
NTVAM_MILTRNG	0.58991	0.12703	-------	-------
NTVAM_MILQOL	-------	-------	0.88526	0.39022
NTVAM_MILJUST	0.55863	0.09575	-------	-------
NTVAM_MILFREEHMTDISHTE	-------	-------	0.13298	-0.36206
NTVAM_MILRETHREL	-------	-------	0.74732	0.25228

D. ALTERNATIVE MODELS FOR SENIOR FEMALES

Table 14 compares the partial effects results of the senior female (E5-E9 enlisted and officer) models wherein the ethnic category of "other" represents the pooling of the API and NTVAM respondents.

1. Demographic Control Variable

Since the MARRIED variable was not significant in either of these two models, no conclusions can be drawn regarding the effect of being married for these personnel.

2. Race/Ethnic Group Variables

The results in this table reveal that the senior enlisted female personnel in the OTHER category are .2 less likely to stay than their White counterparts.

3. Perception Variables

Only two perception variables were significant in these models. MILQOL and MILFREEHMTDISHTE had positive effects (.32 and .33 respectively) on the senior enlisted female intent to stay on active duty. MILFREEHMTDISHTE had a positive effect (.25) on female officers' intent to stay on active duty; whereas, MILQOL took on a negative sign for female officers.

4. Interactions between race/ethnic group and perception variables

For the Hispanic interaction variables, MILTRNG and MILQOL had positive effects (.28 and .44 respectively) on Hispanic female officers' intent to stay on active duty. MILFREEHMTDISHTE took on a negative sign for Hispanic female E5-E9 personnel.

The results for black interaction variables show that MILEVAL had a positive effect (.36) on black female E5-E9 personnel's intent to stay on active duty; whereas, MILFREEHMTDISHTE took on a negative sign for black female E5-E9 personnel. MILQOL had a positive effect (.39) on black female officers' intent to stay on active duty.

For the Other interaction variables, MILTRNG had a positive effect (.31) on Other female E5-E9 personnel's intent to stay on active duty; whereas,

MILFREEHMTDISHTE took on a negative sign for Other female E5-E9 personnel. MILQOL had a positive effect (.38) on Other female officers' intent to stay on active duty; whereas, MILFREEHMTDISHTE took on a negative sign for Other female officers.

Table 14. Partial Effects for Significant Variables (Senior Enlisted Female and Female Officer Models), Based on Regressions Performed on Data From the 1996 Armed Forces Equal Opportunity Survey

	SENIOR FEMALE MODELS			
	ENLISTED (E5_E9)		OFFICER	
	Predicted value	Partial effect	Predicted value	Partial effect
BASE CASE	0.63486	-0.00000	0.48946	-0.00000
OTHER	0.43912	-0.19574	-------	-------
MILQOL	0.95261	0.31775	0.17092	-0.31854
MILFREEHMTDISHTE	0.96466	0.32980	0.73512	0.24566
HISP_MILTRNG	-------	-------	0.76924	0.27978
HISP_MILQOL	-------	-------	0.93261	0.44315
HISP_MILJUST	0.21376	-0.42110	-------	-------
BLACK_MILEVAL	0.99226	0.35740	-------	-------
BLACK_MILQOL	-------	-------	0.88159	0.39213
BLACK_MILFREEHMTDISHTE	0.05527	-0.57959	-------	-------
OTHER_MILTRNG	0.94328	0.30842	-------	-------
OTHER_MILQOL	-------	-------	0.87413	0.38467
OTHER_MILFREEHMTDISHTE	0.10823	-0.52663	0.13528	-0.35418

Note: The OTHER category is the combination of API and NTVAM.

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